Skills Nova Scotia

Annual Progress Report 2004–2005

NOVA SCOTIA

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Annual Progress Report 2004–2005

All activities highlighted have been successful due to partnerships between government, business, industry, labour, training and education institutions, and community. This year, we are identifying our partners with each activity. We have made every effort to reference all partners in this document. If you have any questions or comments, please contact us at hainesla@gov.ns.ca .

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Cataloguing-in-Publication Data

Main entry under title.

Skills Nova Scotia Annual Progress Report 2004–2005 / Nova Scotia. Department of Education. Skills and Learning Branch.

ISBN: 0-88871-956-6

1. Labor market - Nova Scotia. 2. Employees - Training of - Nova Scotia. 3. Occupational training - Nova Scotia I. Nova Scotia. Department of Education. Skills and Learning Branch.
331.123–dc22 2005

Message from the Premier

Office of
the Premier

I am pleased to provide you with the third annual progress report on the provincial skills agenda. The achievements highlighted in this report offer you an update on a variety of strategies, initiatives, and activities detailed in the *Skills Nova Scotia Action Plan 2004–2005*.

The cornerstone of Skills Nova Scotia is collaborative action. This report identifies a variety of ways in which the government supports Nova Scotians preparing for, finding, and maintaining employment. All of those successes come from working in partnership with business, labour, industry, education and training providers, and communities.

Here are just a few highlights from the past year. We worked with the energy sector to introduce scholarships for graduating high school students as part of the Pengrowth Scholarship Fund. We worked with industries to provide essential skills and specific industry training that lead to guaranteed employment for income assistance recipients. We launched our Immigration Strategy and opened the Office of Immigration to attract, welcome, and retain newcomers to our province. We continued to invest in the education system at the secondary and post-secondary levels to ensure Nova Scotians are able to access opportunities to develop their skills and knowledge to be productive and active citizens.

Through Skills Nova Scotia, we have continued our commitment to work together to build a stronger workforce and a brighter future for the province.

Sincerely,

John Hamm

John F. Hamm
Premier of Nova Scotia

Message from the Minister of Education

Office of
the Minister
of Education

There are many successful initiatives underway as part of our Skills Nova Scotia Framework. The *Skills Nova Scotia Annual Progress Report 2004–2005* highlights the accomplishments to date to support the expansion of a skilled and knowledgeable workforce in Nova Scotia.

As Minister of the lead department for Skills Nova Scotia, I'm excited about the progress made this year. The successes in this report are proof of what can be accomplished when all departments in government work towards a common goal. It's also proof that good things happen when government works closely with its partners.

Addressing Nova Scotia's labour market issues is a responsibility we share with our partners in business, industry, training and educational institutions, and the community. We're working together to meet the skill needs of Nova Scotia's workforce, provide programs and services to support labour market attachment, and to strengthen our system of lifelong learning opportunities. In 2004–2005, together we made great strides toward our vision of a world-class workforce ready to meet the demands of today and the promise of tomorrow.

We're looking forward to strengthening our partnerships in the coming year to ensure a supply of skilled and well-trained Nova Scotians to meet the demands of a vibrant economy. I encourage you to take time to review this document and consider the positive effects these initiatives have on the lives of Nova Scotians on a daily basis.

Sincerely,

Jamie Muir

Jamie Muir
Minister of Education

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Introduction

In 2004–2005, the Province of Nova Scotia released its action plan outlining the activities it would undertake to advance the goals and objectives of the Skills Nova Scotia Framework. The *Skills Nova Scotia Annual Progress Report 2004–2005* clearly marks our progress and reflects the government-wide commitment to working with our partners to develop and implement initiatives that help Nova Scotians build a strong workforce and bright future.

This year, for the first time, the annual report identifies the lead department, office, or agency responsible for implementing each activity and also identifies key partners. This information has been included to provide Nova Scotians with a better sense of the co-ordinated efforts that make Skills Nova Scotia work.

Goals and Objectives

Goal 1: Meet the skill needs of Nova Scotia's labour market

Objectives

1. Research, develop, and distribute high-quality labour market information
2. Co-ordinate targeted initiatives that satisfy emerging skill needs
3. Work to enhance and improve the apprenticeship system in Nova Scotia
4. Improve mobility of skilled workers within Canada
5. Improve Nova Scotia's competitive edge in attracting and retaining highly skilled international workers
6. Design and implement labour policy to promote safe and healthy work environments, fair employment standards, and stable labour-management relations
7. Improve opportunities for youth to develop the leadership skills required for successful labour market participation

Goal 2: Provide better labour market access and supports to Nova Scotians

Objectives

1. Provide career- and employment-related services to Nova Scotians to help them develop their skills and find sustainable jobs
2. Assist low-income Nova Scotians, including income assistance recipients, to access education and training
3. Promote equity, fairness, and diversity throughout labour market programs and services offered in Nova Scotia
4. Develop and implement prior learning assessment and recognition processes and tools

Goal 3: Strengthen Nova Scotia's system of lifelong learning opportunities

Objectives

1. Increase the opportunities for Nova Scotia's children to develop a curiosity for and ability to learn before entering Nova Scotia's education system
2. Improve the core skills of children in Nova Scotia's education system
3. Expand co-operative and work experience opportunities for students in Nova Scotia's secondary education system
4. Increase the opportunity for Nova Scotians to access adult basic education
5. Make education and training more relevant to the emerging skills needs of the learners and employers
6. Increase the post-secondary education and training system's capacity to respond to emerging labour market trends
7. Promote lifelong learning through the development of a learning culture

Working Together

The federal government has played an integral role in developing a skilled labour force in Nova Scotia. Through the Canada/Nova Scotia Skills and Learning Framework (CNSSLF) and the Canada/Nova Scotia Innovations Team (CNSIT) the province worked with the federal government on joint initiatives that support workforce development, innovation, and growth. A number of activities contained within this report reflect the successes of CNSSLF and CNSIT.

The province continued to work with the federal government and other provinces and territories, through the Forum of Labour Market Ministers (FLMM), to advance common priorities and participate in broad labour market policy discussions related to labour mobility, labour market information, and skills development. A number of the activities outlined in this report are carried out through FLMM partnerships.

Annual Progress Report

Goal 1: Meet the skill needs of Nova Scotia's labour market

The capacity to respond to emerging skill needs over time will be a key component of Nova Scotia's competitiveness within a global market. The more adaptive, responsive, and flexible that our labour force and skill development practices become, the more competitive our labour market will be.

Objective 1	Activities	Achievements
Research, develop, and distribute high quality labour market information	• updating and releasing the 2004 *Nova Scotia Business Climate Index*, a key measure that compares Nova Scotia's business climate to other Canadian jurisdictions (**Lead:** Office of Economic Development; **Partners:** various provincial departments)	The 2004 *Nova Scotia Business Climate Index* was released in March 2005. The document is available online at <www.gov.ns.ca/econ/businessclimate/2004>.
	• disseminating *Workplaces that Work: Creating a Workplace Culture that Attracts, Retains and Promotes Women*, a research paper and brochure commissioned by the federal, provincial, and territorial Status of Women Ministers (**Lead:** Nova Scotia Advisory Council on the Status of Women)	The research paper was disseminated in 2004–2005 and is available at the Nova Scotia Advisory Council on theStatus of Women resource centre.
	• publishing *Women's Paid and Unpaid Work*, Part 5 of the Nova Scotia Advisory Council on the Status of Women's statistical series "Women in Nova Scotia" (**Lead:** Nova Scotia Advisory Council on the Status of Women)	The statistical report was published and disseminated. It is available online at <www.gov.ns.ca/staw/pub.htm>.

Activities	Achievements
• participating on the Labour Market Information Committee under the Canada/Nova Scotia Skills and Learning Framework (**Lead:** Department of Education, Human Resources and Skills Development Canada; **Partners:** Department of Community Services, Office of Economic Development, Department of Environment and Labour, Atlantic Canada Opportunities Agency, Citizenship and Immigration Canada, Industry Canada, Nova Scotia Community College, Nova Scotia Business Inc.)	The committee advanced a number of common labour market information priorities in collaboration with federal and provincial government departments.
• investigating and assessing methodologies for the analysis of existing and potential future occupational and skill imbalances (shortages and surpluses) (**Lead:** Department of Education; **Partners:** Canada/Nova Scotia Skills and Learning Framework-Labour Market Information Task Team)	This project was not completed because of resource constraints. Activities will continue in 2005–2006.
• working with the Greater Halifax Partnership to design and implement the Smart Business Retention and Expansion project and to assess best practices for engaging employers to address human resource issues (**Partners:** Canada/Nova Scotia Skills and Learning Framework-Labour Market Information Task Team, Greater Halifax Partnership)	The Greater Halifax Partnership completed approximately 500 interviews with employers, which was half of the anticipated interviews. Action teams also undertook follow-up work to address issues identified through the project.

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Activities	Achievements
• participating in national Canadian Occupational Projection System partnership activities to develop better provincial occupational projection models (**Lead:** Department of Education; **Partner:** Human Resources and Skills Development Canada)	A number of projects started in 2004–2005 are moving toward completion. These include expanding the use of provincial data to replace national data in the provincial projection models and implementing better procedures to estimate retirements by occupation.
• participating on the Data Steering Committee of the Forum of Labour Market Ministers-Labour Market Information Working Group to undertake a feasibility study of options to address identified gaps in labour market data and to prepare an implementation plan for consideration by the forum (**Lead:** Department of Education; **Partners:** Forum of Labour Market Ministers-Labour Market Information Working Group)	The feasibility study was completed, and the Data Steering Committee is moving ahead with a number of projects that have been approved by the Forum of Labour Market Ministers.
• participating in the Skills and Labour Market Information Committee of the Construction Trades Skills Development Initiative and the Council of Atlantic Premiers in order to support the national Construction Sector Council Labour Market Information project and to consider options for implementation in Nova Scotia (**Partners:** Department of Education, Construction Association of Nova Scotia, industry representatives)	A draft set of projections has been prepared. The release of these projections is scheduled for June 2005.

Activities	Achievements
• working with Human Resources and Skills Development Canada (HRSDC) and other partners to develop industry and occupational employment projections for Nova Scotia and to enhance capabilities for the identification and assessment of occupational imbalances (surpluses and shortages) such as the HRSDC *High-Opportunity and Low-Opportunity Occupations* lists. Specific activities include – implementing more effective mechanisms to monitor macroeconomic and industry trends – developing new informational products to complement existing labour market, industry, and occupational outlooks, including a document focussing on high-opportunity and low-opportunity occupations and profiles of select industry and occupational groupings (**Lead:** Department of Education; **Partners:** Human Resources and Skills Development Canada)	A new set of projections is complete and has been summarized in a series of outlook publications. The analysis of occupational imbalances has not yet been completed.
• working with partners, including the federal-provincial Labour Market Information Committee, non-government organizations, and other provincial partners, to co-ordinate research and planning activities (**Partners:** Canada/Nova Scotia Skills and Learning Framework-Labour Market Information Task Team, industry, business)	A multi-stakeholder working group has been formed to identify methodologies and standards for industry surveys. This work will continue into 2005–2006.
• developing a career-planning guide for out-of-school adults to complement the *Career Options: An Occupational Handbook for Nova Scotians* (**Lead:** Department of Education)	A draft is complete and the document will be released in the fall of 2005.

Activities	Achievements
• developing and publishing a guide to sources of labour market information for use by career practitioners and their clients (**Lead:** Department of Education; **Partner:** Human Resources and Skills Development Canada)	Twenty thousand pocket guides for clients and 500 booklets for career practitioners were released and were distributed by the end of April 2005. These publications are available online at <http://careersites.ednet.ns.ca>.
• developing a French language version of the Career Options website and publication (**Lead:** Department of Education)	This project was deferred.
• working with partners to develop and implement a labour market information portal to facilitate access to web-based resources in Nova Scotia (**Lead:** Department of Education; **Partners:**Canada/Nova Scotia Skills and Learning Framework-Labour Market Information Task Team)	This work was delayed pending availability of necessary staff and resources, but will resume in 2005–2006.
• working with the Greater Halifax Partnership and the Halifax Regional Development Authority to investigate best practices approaches to conducting skills inventories and to identify means by which these can be developed as effective labour market information resources (**Lead:** Department of Education; **Partners:** Atlantic Canada Opportunities Agency, Office of Economic Development, Human Resources and Skills Development Canada, Greater Halifax Partnership, Halifax Regional Development Authority)	The focus for this work has changed. A technical team drawn from the Canada/ Nova Scotia Skills and Learning Framework-Labour Market Information Task Team will conduct a review and issue a report in the fall of 2005.
• participating on the editorial committee of the NovaKnowledge 2004 *Knowledge Economy Report Card*, which will focus on venture capital and immigration (**Lead:** Department of Education)	The report card, which included a focus on immigration, was released in November 2004 and is available on the NovaKnowledge website at <www.novaknowledge.ns.ca>.

Activities	Achievements
• developing and implementing a survey to collect labour market intelligence from groups such as sector councils, industry associations, and regional development agencies (**Lead:** Department of Education; **Partners:** Canada/Nova Scotia Skills and Learning Framework-Labour Market Information Task Team, industry, business)	A multi-stakeholder group was formed to identify information needs and best practices. A report of this work will be ready by June 2005 and will be used to determine next steps.
• facilitating development of post-secondary graduate follow-up information to provide a better understanding of the labour market experiences of recent graduates (**Lead:** Department of Education; **Partners:** Nova Scotia Community College, Human Resources and Skills Development Canada)	A broad range of stakeholders met to discuss this issue. A review of best and current practices is under way to inform a plan that will highlight the labour market experiences of recent graduates.
• working with partners to develop research standards and guidelines to assist in the evaluation of labour market information projects and proposals (**Partners:** Department of Education, Human Resources and Skills Development Canada, industry, business)	A draft of standards and guidelines is complete. A final version draft will be distributed by the fall 2005.
• developing a labour market guide for newly arrived immigrants to complement *Career Options: An Occupational Handbook for Nova Scotians* and *Career Options: Teacher's Resource* (**Lead:** Department of Education; **Partner:** Office of Economic Development)	This work was delayed until the release of *Nova Scotia's Immigration Strategy*. The responsibility for all immigration activities has been transferred to the new Office of Immigration.
• producing and distributing a revised *Career Options: An Occupational Handbook for Nova Scotians* and *Career Options: Teacher's Resource* (**Lead:** Department of Education; **Partner:** Human Resources and Skills Development Canada)	These documents will be released in the fall of 2005. Research regarding education and training paths was undertaken, and a new database platform was created for the website.

Activities	Achievements
• preparing a report on the findings of a survey of substitute teachers and recent Bachelor of Education graduates in response to projected shortages in the supply of teachers (**Lead:** Department of Education)	The report was completed in March 2004. Data was provided to the Education Consultative Forum, a forum of superintendents and senior Department of Education staff.
• conducting research that will project the annual teacher supply and demand requirements until 2012–2013 (**Lead:** Department of Education)	The research was completed in December 2004 and is available on the Department of Education website's document depot under the "teaching" category.
• Participating on the Labour Market Information Committee under the Canada/Nova Scotia Skills and Learning Framework (**Lead:** Department of Education; **Partner:** Department of Community Services)	This activity is ongoing.
• participating in the steering committee for a Human Resources and Skills Development Canada study that created 30 occupational profiles for health professions in Nova Scotia (**Lead:** Department of Health; **Partners:** Professional associations, employers, labour)	The committee met regularly to facilitate this project, which formed the base information for the Atlantic regional study. The result, *A Study of Health Human Resources in Nova Scotia - Occupational Projections*, was completed in the summer of 2004. Additional information on the study can be found at <www.hese.ca>.
• participating in the Atlantic Advisory Council on Health Human Resources regional study, which examines the demand for practitioners in specific health occupations and the education and training required to accommodate future human resources shortages (**Lead:** Department of Health; **Partners:** Departments of Health and Education from other Atlantic provinces)	This Atlantic regional project is building on the supply studies conducted in each jurisdiction and addresses methodology for forecasting demand in relation to 30 provider groups. The study links demand variables and education/training resource variables to facilitate long-term planning. The study is expected to be complete in June 2005.
• releasing the Nova Scotia Petroleum Skills Forum final report (**Lead:** Department of Energy)	The forum objectives, overview and summary report were posted, in downloadable format, on the Department of Energy website at <www.gov.ns.ca/energy>.

Activities	Achievements
• participating in a national natural resources sector skills forum held in Calgary in 2004 (**Lead:** Department of Energy; **Partner:** Petroleum Human Resources Council of Canada)	The Department of Energy represented the Province of Nova Scotia on a national sector committee that participated in the forum.
• participating on the steering committee of the Petroleum Human Resources Council of Canada alignment strategy (**Lead:** Department of Energy; **Partners:** Petroleum Human Resources Council of Canada, provincial post-secondary and private educational and training institutions, industry partners)	This national committee seeks to create a strategy to better align post-secondary training and educational programs with industry needs. The invitation for the Department of Energy to participate was an outgrowth of the Nova Scotia Petroleum Skills Forum. The first meeting of the committee was held in October 2004 in Calgary, Alberta.
• developing Pathways teacher resources that will be used to illustrate to students possible pathways that lead to a range of occupations (**Lead:** Department of Education; **Partners:** School boards, Nova Scotia Community College, universities, sectoral partners, intergovernmental partners)	The first series of 13 *Promising Occupations* pamphlets for students and parents has been completed. These will be distributed in the fall of 2005. Development has begun on more pamphlets that will be published and distributed in 2005–2006.
• developing a website and search interface for online access to a Pathways database and developing Pathways brochures for students and parents, mapping posters for classrooms, and teacher resources, which will be used to illustrate possible pathways for students to follow from grade 7 through high school, post-secondary education and training, and to employment (**Lead:** Department of Education; **Partners:** School boards, Nova Scotia Community College, universities, sectoral partners, intergovernmental partners)	English Program Services developed the prototype for Pathways poster maps. A comprehensive mathematics poster map has been published and will be distributed to schools for mathematics classrooms. More poster maps have been planned. Development will continue in 2005–2006 as a Council of Atlantic Ministers of Education and Training project.

Objective 2	Activities	Achievements
Co-ordinate targeted initiatives that satisfy emerging skill needs	• developing a memorandum of understanding between government and universities, which will include the identification and support of programs that meet the skill needs of Nova Scotia (**Lead:** Department of Education; **Partners:** Department of Finance, Treasury and Policy Board.	A memorandum of understanding was signed, providing three years of guaranteed funding to universities with increases of $12.3 million, $11.8 million and $10.6 million for 2005–2006, 2006–2007, and 2007–2008 respectively.
The Nursing Strategy Program has enabled veteran nurses such as myself to continue their dreams. As a middle-aged woman I fulfill many roles—wife, mother, daughter, sister, nurse, community volunteer. It could be so easy to set aside personal learning and development. The Nursing Strategy Program has empowered that spirit in me that seeks life long learning. Every course that I have taken has helped me grow, broadened my thinking, and refined the care that I offer. ***Diane O'Rielly*** ***Clinical Manager*** ***IWK***	• encouraging and supporting the Nova Scotia Community College in providing training programs that are designed to meet the specific needs of the various industry sectors and that are informed through a partnership involving government, business, and labour (**Lead:** Department of Education; **Partners:** Nova Scotia Community College, business, labour)	In co-operation with the Department of Education and Atlantic Canada Opportunities Agency, Nova Scotia Community College launched an Aircraft Maintenance Engineering Program in order to decisively and positively respond to the aerospace industry's request for a nationally accredited program. Program intake will begin in September 2005. Twenty-three Aboriginal students from across Atlantic Canada graduated last year from the Circuit Rider Water Distribution Training Program at Truro Campus. The program was designed to assist in building skills to support water management strategies in Aboriginal communities.
	• implementing a comprehensive Brand Nova Scotia strategy that includes targeting ex-patriate Nova Scotians to return to Nova Scotia to live, work, invest, and do business (**Lead:** Office of Economic Development; **Partners:** All government departments)	The Brand Nova Scotia strategy was launched March 10, 2005. The purpose of the branding program is to promote a clear and positive image for Nova Scotia through programs, policies, and partnerships. Information on the program is available online at <www.novascotialife.com>.
	• working with stakeholders to plan a co-ordinated strategy for recruitment and retention of women in trades and technology occupations (**Lead:** Women for Economic Equality Society, Hypatia Association; **Partners:** Nova Scotia Advisory Council on the Status of Women, Human Resources Skills and Development Canada, Department of Education, Department of Community Services, Nova Scotia Community College)	In 2004–2005, a working group was created. In addition, a draft strategy has been drafted in which necessary elements were identified to ensure that women will have increased exposure and access to occupations in science, trades, and technology.

Activities	Achievements
• continuing to work with the construction industry through the Construction Trades Skills Development Initiative to determine a course of action related to the national Construction Sector Council labour market information work and the outcomes of the Atlantic Construction Symposium report (**Lead:** Department of Education; **Partners:** Construction Sector Council, Nova Scotia Community College, Construction Association of Nova Scotia, Human Resources and Skills Development Canada)	The mandate of the Construction Trades Skills Development Initiative working group was achieved, with each issue being addressed through a number of action groups.
• continuing to support the work of the Trucking Industry Working Group by focussing on three broad areas: professionalization, attraction, and retention, and education and training (**Lead:** Department of Education; **Partners:** Trucking Sector Council, employers, Human Resources and Skills Development Canada)	The Trucking Industry Working Group provides a forum for discussion and action regarding the focus areas, including an industry-led professionalization and certification initiative for truck drivers. The Department of Education will support the development of a recruitment and retention best practices discussion paper and workshop that will lead to an action plan for the trucking industry in 2005–2006.
• continuing to support workforce development initiatives to provide career counselling, employment support, and essential skills training (**Lead:**Department of Education; **Partners:** Association of Workplace Educators of Nova Scotia, sector councils, sector organizations, Nova Scotia Partners Committee, Nova Scotia workplaces, labour)	In 2004–2005, 128 Workplace Education programs were provided to 50 workplaces. In total, 1100 Nova Scotians received essential skills training within their workplaces.
• partnering with the Aerospace and Defence Industries Association of Nova Scotia to implement its mandate to provide a sector-wide human resource strategy to address workforce attraction, retention, and skill development issues (**Lead:** Department of Education; **Partner:** Aerospace and Defence Industries Association of Nova Scotia)	A baseline assessment was completed and provides quantitative data to inform human resource planning and development.

Activities	Achievements
• supporting implementation of the Maritime Forces Atlantic Civilian Workforce Renewal Strategy, which includes a summer employment program for under-represented groups (**Lead:** Department of Education; **Partner:** Nova Scotia Community College's Career and Transition Services)	Seventy-three high school students participated in an orientation to occupations at Maritime Forces Atlantic; 18 students participated in eight-week work placements in trades, technologies, and other occupations.
• continuing to support older workers, in partnership with the federal government, through the Older Worker Pilot Project, which is designed to reintegrate displaced older workers into sustainable employment or maintain employment of older workers threatened with displacement (**Lead:** Department of Education; **Partners:** Human Resources and Skills Development Canada, Career Resource Centres, Acadia Centre for Small Business and Entrepreneurship)	The older worker toolkit was implemented through 15 Older Worker Navigator positions that were created in 15 career resource centres across Nova Scotia.
• implementing a Sector Council Liaison Program for the purpose of identifying areas for collaboration and partnership around labour market development goals and also for improving communication with industry sector councils and sector-related organizations (**Lead:** Department of Education; **Partners:** Industry organizations, industry sector councils, employers)	A Prior Learning Assessment and Recognition program was designed in partnership with the Health Care Sector Council.

Activities	Achievements
• developing a training partnership for the residential construction industry (**Lead:** Department of Education; **Partners:** Atlantic Homebuilding and Renovation Human Resource Sector Council, Nova Scotia Community College)	The terms of reference for this partnership were developed.
• working with Nova Scotia Community College and the boatbuilding industry to establish a training program for a new generation of boatbuilders to respond to the dramatic renewal and transformation of Nova Scotia's boatbuilding industry (**Lead:** Department of Agriculture and Fisheries; **Partners:** Nova Scotia Boatbuilders Association, Department of Education, Nova Scotia Community College)	The partnerships that were developed in 2004–2005 were instrumental in developing training for Nova Scotia boatbuilders. In February 2005, a team from the province participated in a mission to New Zealand to view their training model for boatbuilders. The Nova Scotia Community College, Nova Scotia Boatbuilders Association, Nova Scotia Department of Education, and New Zealand Boating Industry Training Organization will sign an agreement to provide apprenticeship training in Nova Scotia. The agreement is scheduled for signing in spring 2005.
• continuing to support the Skills Canada-Nova Scotia Energy Youth Quest initiative (**Lead:** Department of Education; **Partner:** Department of Energy)	The Province of Nova Scotia participated in one of the Youth Quest events in 2004 in addition to being a Gold Sponsor and contributing $5000 to the initiative.
• developing and providing French language training for Nova Scotia government employees (**Lead:** Office of Acadian Affairs; **Partners:** 14 provincial departments and offices)	In response to the new French Language Services Act, a 21-week French language training pilot project was organized in Halifax for 51 public servants and Members of the Legislative Assembly. Another 8 public servants received French language instruction with federal government employees in Halifax and Sydney.

The curriculum has given us a solid foundation in the basic principles and procedures found in a medical laboratory setting. It has also helped to develop strong work ethic and time management skills. The three week and sixteen week work practicum has developed our skills in correlating theory, procedures and actual patient results.

Darlene Robertson
Student
Medical Laboratory Technology program, NSCC/NBCC

Activities

- Continuing to implement the Nova Scotia Nursing Strategy through the following:
  - supporting practising nurses—utilizing the Telehealth Network, orientation programs, continuing education courses, and the RN Professional Development Centre
  - supporting student nurses—providing the co-operative education program for third year Bachelor of Nursing students who have 10 weeks of paid employment between June and August
  - enhancing recruitment—supplying relocation allowances, re-entry programs for LPNs and RNs, and a provincial recruitment website and increasing the number of nurse training seats and bursary programs
  - supporting workforce deployment and utilization—awarding nursing grants, conducting leadership conferences, and supporting the Practice Environment Collaboration Program of the College of Registered Nurses of Nova Scotia

(**Lead:** Department of Health; **Partners:** Provincial Nursing Network, professional associations, educational institutions)

- training 25 medical laboratory technologists through a joint customized program between Nova Scotia Community College and New Brunswick Community College, which ensures that each laboratory technologist will work in Nova Scotia for two years following graduation in exchange for an $8000 bursary (**Lead:** Department of Health; **Partners:** Nova Scotia Community College, New Brunswick Community College)

Achievements

In 2004–2005, the implementation of the Nova Scotia Nursing Strategy comprised the following activities:

- making $1.5 million in funds available to employers for education to support the local needs of practising nurses
- offering on-site and distance courses in critical care, perioperative, and emergency nursing at the RN Professional Development Centre
- assisting 120 students from Dalhousie University, St. Francis Xavier University, and Cape Breton University in participating in co-operative work experiences in the summer of 2004
- awarding 50 bursaries to new RN graduates
- providing $37,500 in funding to support LPNs in attaining skills in medication administration, physical assessment, and re-entering the workforce

Students have completed their first year of training at the New Brunswick Community College and are entering their second year. They are projected to graduate in 2006.

Activities	Achievements
• initiating recruitment of 25 additional medical laboratory technology students for a second program at New Brunswick Community College that will be held from March 2005 to February 2007 (**Lead:** Department of Health; **Partners:** Nova Scotia Community College, New Brunswick Community College)	The second group of medical laboratory technology students at New Brunswick Community College started their training on March 7, 2005.
• discussing options for establishing a medical laboratory technologist training program in Nova Scotia (**Lead:** Department of Health; **Partners:** Nova Scotia Community College, New Brunswick Community College)	A decision has been made to start to build a new Nova Scotia Community College campus in Dartmouth that will house Nova Scotia's medical laboratory technologist training program.
• investing in skill development workshops and other professional development opportunities in various artistic disciplines and cultural activities (**Lead:** Department of Tourism, Culture and Heritage)	The sum of $103,409 was invested in 39 skills development projects: 19 workshops were funded through the Cultural Activities program, and 20 initiatives were funded through the professional development component of the Grants to Organizations and Small Groups.
• providing ongoing administrative support to Nova Scotia Talent Trust that provides financial assistance to Nova Scotians who demonstrate potential and commitment to become recognized artists in their chosen fields (**Lead:** Department of Tourism, Culture and Heritage)	The Nova Scotia Talent Trust provided $51,900 in funding through 65 scholarships and special awards to 51 recipients. April awards for summer study ranged from $300 to $700. June awards for fall/winter study ranged from $500 to $1,500. October awards for winter study were $650 for each successful applicant.

I was impressed with what the client navigator was able to do. She helped me update my resume and get a full-time job. I didn't realize I had as much experience as I do. They should have had a service like this years ago.

Elizabeth Langille
Client
Older Worker Project Initiative - Client Navigator program

Activities	Achievements
• investing in export marketing skills development initiatives (**Lead:** Department of Tourism, Culture and Heritage)	Exporting skills were developed in 2004–2005 through projects with international buyers programs and workshop sessions that were funded through the Industries Program and the new Export Development Program for Music. Projects in the music sector included the International Buyers Program of the 2005 East Coast Music Awards and Conference, the Atlantic Film Festival, Rendez-Vous Folk, Nova Scotia Music Week, and Canadian Music Week. In addition, the St. Francis Xavier Enterprise Development Centre has offered the International Business of Music Program for a second time in Halifax. Funding was also provided for attendance at the summer Buyers Market of American Craft show and the Sculptural Objects and Functional Arts show with the purpose of gathering competitive marketing intelligence and to attend workshops on exporting to the United States. In addition, funding was provided to host workshops facilitated by US consultants on topics such as developing skills to attract out-of-province patrons.
• offering skill development and enhancement courses through the Nova Scotia Centre for Craft and Design (**Lead:** Department of Tourism, Culture and Heritage)	In 2004–2005, a wide variety of youth and adult courses were delivered in five craft studios. The management of the Nova Scotia Centre for Craft and Design was transferred to the craft sector through an agreement with the Nova Scotia Designer Crafts Council. The council continues to offer skill development and enhancement courses.
• providing investment through the Anchor Organizations Program to cultural organizations that actively help to develop Nova Scotia's cultural sector and offer training or support services to individuals in the cultural sector (**Lead:** Department of Tourism, Culture and Heritage)	A total of $2.6 million was provided to 53 organizations and facilities across the province through the Anchor Organization program.

Activities	Achievements
• providing investment to the Tourism Human Resource Council to facilitate activities that will enhance the tourism industry's ability to develop a strong workforce and promote participation in programs such as national certifications, career awareness, and service excellence (**Lead:** Department of Tourism, Culture and Heritage)	A sum of $105,000 was provided to support the current needs of the tourism industry and to support the Nova Scotia Human Resource Council's mandate, including advancing short- and long-term goals in relation to human resource priorities. Areas that were supported include career development, human resource marketing and implementation, national development, and service excellence delivery.
• assisting and developing training programs for provincial and regional Visitor Information Centre staff (**Lead:** Department of Tourism, Culture and Heritage)	Training programs were funded and developed for 120 provincial Visitor Information Centre travel counsellor staff. Seven Product Knowledge Tours were delivered to 200 staff from provincial Visitor Information Centres, locally operated Visitor Information Centres, and call centre staff throughout the province. The Department of Tourism, Culture and Heritage also provided assistance to locally operated Visitor Information Centres to provide customer service training, occupational health and safety training and emergency first aid training for their staff. Approximately 100 staff received some of this training.
• providing investment and facilitating training programs for Nova Scotia's tourism industry operators through the Best Business Practices Mission (**Lead:** Department of Tourism, Culture and Heritage)	A total of $7,729 was invested in providing the tourism industry the opportunity to attend eight Best Practice Missions during the spring and fall of 2004. A total of 11 industry members were able to attend missions on various themes, including culinary tourism, agri-tourism, multi-seasonal tourism, watchable wildlife, multi-use trails, retail, and historical interpretation. Offering this type of opportunity to industry assists in the continuing development of quality tourism products and experiences and provides valuable information for the operators.

Activities	Achievements
• providing investment for tourism business organizations, for skill development workshops, and other professional development opportunities to enhance their market readiness (**Lead:** Department of Tourism, Culture and Heritage; **Partners:** Nova Scotia Adventure Tourism Association, Tourism Industry Association of Nova Scotia, Golf Nova Scotia)	An investment of $18,564 has supported the development and presentation of skill development workshops for the outdoor adventure and golf sectors and for information technology and website development skill workshops for the tourism industry in general. A total of 25 industry partners had the opportunity to participate in a series of workshops on risk management and wilderness/remote first aid. A total of 26 industry operators learned valuable information technology and website development skills. Two seminars provided an opportunity for 70 people from member golf courses to learn and enhance their customer service skills.

Objective 3

Work to enhance and improve the apprenticeship system in Nova Scotia

Activities	Achievements
• expanding the Apprenticeship Essential Skills initiative to provide essential skills and assessment for each new apprentice and trade qualifier (**Lead:** Department of Education; **Partner:** Nova Scotia Community College)	As of November 2004, each new apprentice has been provided with a trades-related essential skills assessment to identify any areas where upgrading might be beneficial.
• reviewing and refreshing apprenticeship training standards (**Lead:** Department of Education; **Partners:** Apprenticeship offices in Newfoundland and Labrador, New Brunswick, and Prince Edward Island)	In 2004–2005, the development of training standards continued. Approximately six trades were reviewed in this process.
• optimizing the annual technical training capacity for active apprentices (**Lead:** Department of Education; **Partner:** Nova Scotia Community College)	A total of 725 in-class training sessions were offered for 1469 apprentices; 672 apprentices participated in training delivered through virtual delivery.
• partnering with education, business, labour, and sector councils to establish a Youth Apprenticeship program (**Lead:** Department of Education; **Partners:** Sector councils, Nova Scotia Community College, boards of education, industry)	A Youth Apprenticeship steering committee was created to support the implementation of the Youth Apprenticeship program. Bi-monthly meetings of this committee are scheduled.

Activities	Achievements
• undertaking a review of Apprenticeship trade regulations (**Lead:** Department of Education; **Partners:** Nova Scotia Provincial Apprenticeship Board, industry representatives)	Ad hoc advisory committees were struck, and regulations were drafted for 12 trades. The welder trade regulations were legislated.
• developing opportunities for upgrading and enhancement training for trade practitioners (**Lead:** Department of Education, Nova Scotia Community College; **Partners:** Industry and labour)	Upgrading was supported in the carpentry, sprinkler system installer, and welder trades.
• facilitating joint marketing initiatives with Skills Canada-Nova Scotia to promote careers in the skilled trades and technologies (**Lead:** Department of Education; **Partner:** Skills Canada-Nova Scotia)	The development of joint marketing initiatives continued. This included the development and distribution of the apprenticeship information pamphlet that was completed in October 2004.
• publishing results of the provincial Youth Decision Survey related to occupations in the skilled trades and technologies (**Lead:** Department of Education; **Partner:** Communications Nova Scotia)	The Youth Decision Survey captured the responses of over 1200 Nova Scotian high school students, 170 parents, and 100 teachers regarding the perceptions of trades and apprenticeship as a career choice. The draft of the survey report was completed and will be available in the next fiscal year.
• developing a comprehensive marketing strategy for the Apprenticeship Training and Skill Development division and the Apprenticeship Board (**Lead:** Department of Education; **Partners:** Nova Scotia Apprenticeship Board, Skills Canada-Nova Scotia, Communications Nova Scotia)	A marketing strategy and action plan were developed, and an internal marketing task team was struck to implement the strategy in 2005–2006.
• participating on the Apprenticeship, Learning, and Earning Committee under the Canada/Nova Scotia Skills and Learning Framework (**Lead:** Department of Education; **Partner:** Department of Community Services)	This activity is ongoing.

Activities	Achievements
• developing models for mentor and coach training for journeypersons (**Lead:** Department of Education; **Partner:** Nova Scotia Boatbuilders Association)	The development of a mentor-coach training module was initiated in 2004–2005.
• investigating the establishment of a Blue Seal (post-journeyperson) business skills program (**Lead:** Department of Education; **Partners:** Nova Scotia Community College, Atlantic Canada Opportunities Agency)	The research and funding partnerships were initiated. The work on this activity will continue in 2005–2006.
• reviewing the Apprenticeship program delivery model (**Lead:** Department of Education; **Partner:** Nova Scotia Community College)	An alternative delivery model was piloted in the construction electrician trade. In addition, a blended delivery model in the power engineer trade, and a day release delivery for the cook trade were also piloted.
• reviewing the virtual campus delivery option for apprenticeship courses and identifying potential areas for growth (**Lead:** Department of Education; **Partner:** Nova Scotia Community College)	This research study has been initiated.
• facilitating implementation of the boatbuilder apprenticeship program (**Lead:** Department of Education; **Partners:** Nova Scotia Community College, Nova Scotia Boatbuilders Association)	The development of a pilot project utilizing the apprenticeship training model has been facilitated. The pilot project, which began in September 2004, had 28 participants.

Objective 4.	Activities	Achievements
Improve mobility of skilled workers within Canada	• continuing to ensure that programs at Nova Scotia Community College meet national certification standards, thus allowing its graduates the opportunity to seek employment anywhere in Canada (**Lead:** Department of Education; **Partner:** Nova Scotia Community College)	A memorandum of understanding with TechNova has been established and includes as a goal the promotion of certification of engineering technologists and technicians.
	• implementing the labour mobility chapter of the obligations in the Agreement on Internal Trade to reduce or remove barriers to the movement of workers within Canada, thereby making it easier for skilled workers to choose where they live and work (**Lead:** Department of Education; **Partners:** Forum of Labour Market Ministers, professional associations)	The province continues to work with regulators to support their labour mobility efforts. A survey of regulatory bodies across the province was conducted during the winter of 2004–2005 to determine the progress that regulatory bodies have made in further removing or reducing barriers to mobility. Survey responses are being assessed, and remaining issues will be identified.
	• creating and implementing a strategic work plan for a new policy on provincial labour mobility awareness and compliance that includes promotion and marketing of the policy (**Lead:** Department of Education)	This work was delayed. An implementation plan will be developed in 2005–2006.
	• enhancing the National Interprovincial Standards Red Seal Program for the trades in partnership with business, industry, and labour (**Lead:** Department of Education; **Partners:** Apprenticeship offices across Canada)	In 2004–2005, 678 Red Seals were issued in Nova Scotia. The Department of Education participated in the Interprovincial Standards and Examination Committee to validate nine National Occupational Analyses. Workshops on specification and exam development were hosted, and new exams were generated, activated, and monitored.
	• creating and revising the Atlantic Apprenticeship Training Standards to increase labour mobility for apprentices and trades practitioners (**Lead:** Department of Education; **Partners:** Apprenticeship offices in Newfoundland and Labrador, New Brunswick, and Prince Edward Island)	Six training standards were reviewed and revised, ensuring consistency and mobility for apprentices across Atlantic Canada.

Activities	Achievements
• developing a pilot for national apprenticeship training standards (**Lead:** Department of Education; **Partners:** Apprenticeship offices across Canada, industry representatives)	An interprovincial common core curriculum standard for the sprinkler system installer trade was developed.
• negotiating a marine worker mobility program under the auspices of the Atlantic Energy Roundtable (**Lead:** Department of Energy; **Partners:** Atlantic provincial governments, Government of Canada, private sector partners)	Federal and provincial ministers have made a consensus recommendation to the offshore petroleum boards. The recommendation would provide for local employment preferences for vessels operating in jurisdictions of both boards to be met more economically, in a less disruptive manner, providing safety advantages, and leading to improved career opportunities for Atlantic Canadians.

Objective 5.

Improve Nova Scotia's competitive edge in attracting and retaining highly skilled international workers

Activities	Achievements
• working with Atlantic Metropolis Gender Domain to support the recruitment and retention of women immigrants in Nova Scotia's labour force (**Partner:** Nova Scotia Advisory Council on the Status of Women)	A communication brief was developed to outline some concerns of immigrant women for consideration in drafting *Nova Scotia's Immigration Strategy*. As a result, these concerns were included in the newly released strategy.
• continuing to support the English in the Workplace Program, which provides customized language training to employed immigrants (**Lead:** Office of Immigration; **Partners:** Halifax Immigrant Learning Centre, Metropolitan Immigrant Settlement Association)	The English in the Workplace program provided training to over 100 learners from over 35 employers representing information technology, hospitality, academia, and tourism.

Activities	Achievements
• continuing the collaborative project with the Fujian Agriculture and Forestry University in China that will bring a contingent of 40–50 students to the Nova Scotia Agricultural College in September 2005 (**Lead:** Department of Agriculture and Fisheries, Nova Scotia Agricultural College; **Partners:** Fujian Agriculture and Forestry University, Department of Foreign Affairs and International Trade)	In 2004–2005, the work with Fujian Agriculture and Forestry University and the Canadian embassy in China ensured that students enrolled in the program could get visas to come to Truro to complete their degrees. The first group of up to 50 students is expected in Nova Scotia in September 2005. Subsequent groups of up to 50 students are expected each fall thereafter.
• pursuing international opportunities to promote immigration and new investment such as owner/operator producers that will assist in sustaining and further developing our agricultural industry (**Lead:** Department of Agriculture and Fisheries)	A visit from a Belgium farm family was co-ordinated, and in June 2004, the family visited Nova Scotia to look at farm properties for sale.
• developing an investment prospectus and business case information that will be used to profile Nova Scotia as an attractive site for new farm operators (**Lead:** Department of Agriculture and Fisheries)	A consultant has been contracted to complete an Investment Prospectus Development Study by May 31, 2005.
• participating in an agriculture trade show in the Netherlands in January 2005 (**Lead:** Department of Agriculture and Fisheries)	In January 2005, 22 industry contacts were established at the Emigraria Trade Show 2005.
• encouraging regulatory bodies to recognize workers who have obtained their qualifications in other countries (**Lead:** Department of Education)	A survey of regulatory bodies that recognize international qualifications was conducted during the winter of 2004–2005 in order to research mutual recognition agreements that facilitate international worker mobility. The results of this Nova Scotian survey will be reviewed in 2005–2006.

Activities	Achievements
• implementing the International Credential Assessment and Recognition project to help immigrants fill gaps in the labour market by working in their chosen fields (**Lead:** Department of Education; **Partner:** Department of Health)	This initiative was delayed until *Nova Scotia's Immigration Strategy* was finalized. Responsibility has been transferred to the newly formed Office of Immigration.
• releasing *A Framework for Immigration: A Discussion Paper* (**Lead:** Department of Education; **Partners:** Department of Economic Development, Department of Intergovernmental Affairs, Treasury and Policy Board)	This document was released on August 31, 2004, and is available online at <www.novascotiaimmigration.com>.
• undertaking a consultative process, with selected stakeholders and public input, on the options to consider and the resources required to implement the provincial immigration strategy (**Lead:** Department of Education; **Partners:** Department of Economic Development, Department of Intergovernmental Affairs, Treasury and Policy Board)	Forty-five stakeholder consultation sessions were held across the province between August and November 2004. The results informed the development of *Nova Scotia's Immigration Strategy*, which was released on January 26, 2005. This strategy aims to encourage more immigrants to come to and settle in Nova Scotia, with targets to increase immigration levels substantially. The bill to create the first Nova Scotia Office of Immigration was introduced in April 2005.
• allowing international students who graduate from Nova Scotia colleges and universities to have their work permits renewed for a second year to continue working in the province in employment related to their fields of study (**Lead:** Department of Education)	A memorandum of understanding was signed between Citizenship and Immigration Canada and the Department of Education in May 2004 to allow international students to work in Nova Scotia for a second year in employment related to their field of study.
• continuing to implement the Nova Scotia Nominee Program to encourage immigrants to settle in Nova Scotia (**Lead:** Department of Economic Development)	Responsibility for the Nova Scotia Nominee Program has been transferred to the Office of Immigration from the Office of Economic Development. Between July 2003 and March 2005, 242 nominees were approved.

Activities	Achievements
• working with Atlantic regional governments and health partners regarding the feasibility of jointly developing an Internationally Educated Health Professionals Appraisal Centre, which would help to increase the number of health care practitioners, especially in rural communities. The centre could assess the credentials and skills of family physicians in year one, add specialists in year two, and add other professionals in year three of operation (**Lead:** Department of Health; **Partners:** College of Physicians and Surgeons of Nova Scotia, Departments of Health from the Atlantic provinces)	Discussions to advance this initiative are continuing to take place.
• continuing the policy development and approval process for the multiculturalism policy by working with an interdepartmental forum and external stakeholders (**Lead:** Department of Tourism, Culture and Heritage)	Monthly meetings of the interdepartmental forum were facilitated, and presentations of the draft policy were made to senior management teams of most departments across government.
• continuing to support English as a Second Language (ESL) training programs, including English for Academic Purposes, English in the Workplace, and ESL one-on-one tutoring programs (**Lead:** Department of Education; **Partners:** Nova Scotia Community College, Halifax Public Libraries, Centre for Diverse Visible Cultures, Halifax Immigrant Learning Centre, Metropolitan Immigrant Settlement Association, various other workplaces)	In 2004–2005, 40 ESL programs were funded and served 326 learners.

Activities	Achievements
• partnering with ESL service providers to address needs in the immigrant community through the ESL Co-ordinating Committee (**Lead:** Department of Education; **Partners:** Nova Scotia Community College, Halifax Public Libraries, Centre for Diverse Visible Cultures, Halifax Immigrant Learning Centre, Metropolitan Immigrant Settlement Association, Citizenship and Immigration Canada, Human Resources and Skills Development Canada, Department of Community Services, Metro-Region Immigrant Language Services, Halifax Regional School Board)	Liaison with ESL service providers and funders is ongoing.
• funding a professional development workshop for ESL practitioners (**Lead:** Department of Education; **Partner:** Halifax Regional School Board)	*What We Do*, a half-day professional development workshop for ESL practitioners, was held on November 29, 2004.
• partnering with Metropolitan Immigrant Settlement Association on phase two of the Enhanced Language Training Project: Nova Scotia Language Pathways (**Lead:** Department of Education; **Partner:** Metropolitan Immigrant Settlement Association)	Phase two of this project involved research on Centre for Canadian Language Benchmark assessment practices, Nova Scotia health care sector-specific and occupation-specific language training and related curriculum, employment placement and mentoring, and professional development for ESL practitioners.

Objective 6.

Design and implement labour policy to promote safe and healthy work environments, fair employment standards, and stable labour-management relations

Activities	Achievements
• conducting research on family life, earning a livelihood, and the relationship between women's health and well-being (**Lead:** Healthy Balance Research Program; **Partners:** Nova Scotia Advisory Council on the Status of Women, Atlantic Centre for Excellence on Women's Health, IWK Health Centre, Dalhousie University, Mount Saint Vincent University)	As a result of this research, the *Caregiver Portraits* report was released in March 2005 and is available on the Atlantic Centre of Excellence for Women's Health website at <www.acewh.dal.ca>.

Activities	Achievements
• publishing qualitative research findings and conducting a survey of Nova Scotians' unpaid caregiving (**Lead:** Healthy Balance Research Program; **Partners:** Nova Scotia Advisory Council on the Status of Women, Atlantic Centre for Excellence on Women's Health, IWK Health Centre, Dalhousie University, Mount Saint Vincent University)	The research findings are included in the *Caregiver Portraits*, which was released in March 2005 and is available on the Atlantic Centre of Excellence for Women's Health website at <www.acewh.dal.ca>.
• publishing a paper on policy options to support dependent care through the Healthy Balance Research Program, in partnership with the Atlantic Centre of Excellence for Women's Health (**Lead:** Healthy Balance Research Program; **Partners:** Nova Scotia Advisory Council on the Status of Women, Atlantic Centre for Excellence on Women's Health, IWK Health Centre, Dalhousie University, Mount Saint Vincent University)	The report *Policy Options to Support Dependent Care: The Tax/Transfer System* was published in July 2004 and is being disseminated. The report is available online at <www.healthyb.dal.ca/Publications.htm>.
• conducting ongoing reviews of Occupational Health and Safety legislation to meet provisions of proposed sunset clause, red tape reduction, government's legislative agenda, and ongoing program evaluation and review (**Lead:** Department of Environment and Labour)	This activity is ongoing.
• participating in the creation of workplace safety and insurance system performance targets and the development of a system-wide appeals management process in consultation with stakeholders (**Lead:** Department of Environment and Labour)	This activity is ongoing.
• establishing a minimum wage advisory committee in accordance with the fall 2003 amendments to the Labour Standards Code (**Lead:** Department of Environment and Labour)	The Minimum Wage Review Committee was established and undertook its first annual review of the minimum wage. A report was released, and the Minister of Environment and Labour has announced that the minimum wage will increase on October 1, 2005.

Activities	Achievements
• undertaking a review of hours of work averaging provisions in the Labour Standards Code as they relate to the Nova Scotia construction and road building industries (**Lead:** Department of Environment and Labour)	A review of the Labour Standards Code hours of work averaging provisions as they relate to the Nova Scotia construction and road building industries was undertaken and completed in February 2005. The review included a focussed stakeholder consultation, a review of the legislation in other jurisdictions, and a broad public consultation.
• providing training for municipal fire inspectors as required to support implementation of the Fire Safety Act (**Lead:** Department of Environment and Labour; **Partners:** Fire Inspectors Association of Nova Scotia, Building Inspectors Association of Nova Scotia)	Four separate training programs were provided to municipal fire inspectors during 2004–2005 in support of the New Fire Safety Act. In addition, one-day seminars on fuels and electrical safety were provided to fire and building inspectors across the province.
• convening a tripartite labour relations roundtable, with representatives from the private sector, public sector, and organized labour, to discuss ways to improve collective bargaining and to ensure that Nova Scotia's labour climate supports a growing economy (**Lead:** Department of Environment and Labour)	The Tri-partite Labour Relations Roundtable is scheduled for June/July 2005 to discuss ways to improve collective bargaining and to ensure that Nova Scotia's labour climate supports a growing economy.

Objective 7.

Improve opportunities for youth to develop the leadership skills required for successful labour market participation

Activities	Achievements
• assisting students at the Nova Scotia Community College with the transition from high school to college through the Learner Pathways initiative, which informs students on high school course selection and provides articulation agreements and curriculum co-ordination between high school and the college (**Lead:** Department of Education; **Partners:** Nova Scotia Community College, school boards)	Several events were held to promote college education and related careers to high school students, including the career fair at Nova Scotia Community College (NSCC), Lunenburg Campus, which welcomed over 500 students. NSCC's Techsploration accomplished another successful year of reaching out to young women to promote trades, science, and technical careers. The Parents as Career Coaches program achieved great progress in reaching out to youth and their parents.

Activities	Achievements
• advancing Open for Business, a province-wide youth initiative that introduces entrepreneurship and business skills to youth (**Lead:** Office of Economic Development; **Partners:** Department of Education, various other government departments)	Advancement continues on this project.
• continuing to advance the Junior Achievement Youth Initiative across the province and developing a proposal to introduce the initiative in mainland First Nation schools (**Lead:** Aboriginal Affairs; **Partners:** Office of Economic Development)	In 2004–2005, a manager was hired for the Junior Achievement Youth Initiative.
• building and defining the Youth Apprenticeship program and the partnerships that support it (**Lead:**Department of Education; **Partners:** Human Resource Sector Councils, Nova Scotia Community College, school boards, industry)	Identification of career exploration opportunities continued.
• piloting two Youth Apprenticeship programs (**Lead:** Department of Education; **Partners:** Automotive Human Resource Sector Council, Annapolis Valley Regional School Board, Halifax Regional School Board)	Two Youth Apprenticeship programs were piloted.
• continuing to offer skills development opportunities to youth in care, dependents, and direct recipients of income assistance through the Youth Development Initiative (**Lead:** Department of Community Services; **Partner:** HeartWood Institute)	Employability enhancing and leadership development opportunities were offered to approximately 300 youth associated with the Department of Community Services in the 2003–2004 fiscal year.

Activities	Achievements
• continuing partnership with the HeartWood Centre for Community Youth Development as a means of enabling more young Nova Scotians to gain the leadership skills required for labour market and community participation (**Partners:** Youth Secretariat, Department of Community Services, Department of Education, HeartWood Institute)	The centre received $35,000 in funding to help the centre build their capacity to deliver professional development workshops across the province.
• developing a Youth Employment and Skills Development Strategy to provide direction to the provincial government in assisting young Nova Scotians to make a meaningful connection to the labour market (**Lead:** Youth Secretariat; **Partner:** Office of Economic Development)	The strategy was developed and is in the final stages of refinement before presentation to Cabinet.
• developing a business plan to establish YouthBuild in Nova Scotia as a means of helping out-of-school youth to build the academic, employability, and workplace skills necessary to return to education and training or to pursue employment in the skilled trades (**Lead:** Youth Secretariat; **Partners:** Department of Community Services, Human Resources and Skills Development Canada, Office of Economic Development)	Two YouthBuild project proposals have been selected for further development in the upcoming year.
• providing investment to youth organizations involved in skill development (**Lead:** Department of Tourism and Culture)	Funding in the amount of $122,000 was invested in the following youth organizations involved in skills development: Canadian Children's Book Centre, Perform!, Nova Scotia Youth Orchestra, Dance Nova Scotia, Writers' Federation of Nova Scotia, Nova Scotia Kiwanis Music Festival Association, Educational Drama Association of Nova Scotia, Nova Scotia Talent Trust, Antigonish Highland Dancing Association, and Federation of Music Festivals of Nova Scotia Canadian Music Competition-Halifax Chapter.

Activities	Achievements
• promoting high school leadership courses such as Leadership Development 12 (**Lead:** Department of Education; **Partners:** School boards)	The importance of leadership was among the topics discussed at the Education Partners' Forum in February 2005. *Learning for Life II: Brighter Futures Together* outlines plans to increase youth leadership opportunities at schools and in the community by promoting volunteering, service learning, and community service and by supporting student participation in leadership skills development programs
• recognizing leadership credentials such as Duke of Edinburgh Awards for credit toward graduation (**Lead:** Department of Education; **Partners:** School boards, Duke of Edinburgh's Award - Young Canadian Challenge)	In October 2004, the Minister of Education announced that Duke of Edinburgh Awards will now be recognized as personal development academic credits that will count as elective credits toward graduation requirements—Bronze: grade 10, Silver: grade 11, Gold: grade 12.

Goal 2: Provide better labour market access and supports to Nova Scotians

For the province to be successful in its efforts to accomplish the goals and objectives laid out in the Skills Nova Scotia Framework, it is necessary for the province to co-ordinate programs and services that support Nova Scotians in their career development and employment choices. This includes providing access to career and employment counselling and education and training and promoting the principles of fairness, equity, and diversity.

Objective 1.	Activities	Achievements
Provide career- and employment-related services to Nova Scotians to help them develop their skills and find sustainable jobs	• hosting the annual job fair at Nova Scotia Agricultural College with emphasis on emerging job opportunities in agriculture, environmental science and management, and land and natural resource management (**Lead:** Department of Agriculture and Fisheries, Nova Scotia Agricultural College; **Partners:** Various sector firms and organizations, Skills Canada)	Several hundred students toured the booths and learned about the opportunities for careers in the agriculture and aquaculture sectors at the annual job fair. Planning for the 2005–2006 job fair has begun.
	• implementing the Canadian Agricultural Skill Service, a federal-provincial program to help farmers and their spouses increase family income on or off the farm by providing them with assistance for skills development and access to training in areas such as business management, accounting, finance, human resource management, and training for other employment or for starting a new business (**Lead:** Department of Agriculture and Fisheries)	Initial meetings to look at Canadian Agricultural Skill Service (CASS) delivery options were held with key stakeholders. Nova Scotia is among six provinces looking into a national implementation proposal whereby Human Resources and Skills Development Canada (HRSDC) would deliver CASS. As of March 2005, HRSDC was still developing the national proposal for consideration by the provinces. A small federal–provincial officials working group has been established and meets on an as-needed basis. A total of $150,000 has been committed to support 123 projects through the Business and Human Resource Development element of the Farm Investment Fund.

Activities	Achievements
• implementing a public education plan intended to improve Nova Scotians' awareness of oil and gas occupations and career opportunities (**Lead:** Department of Energy)	Pengrowth Corporation and the Province of Nova Scotia have entered into an agreement to create a $2-million trust that will generate an annual return of approximately $200,000 for disbursement scholarships targeting energy-related education or training. The announcement and official roll-out the scholarship program occurred in March 2005. The first scholarships will be awarded in September, 2005. These scholarships will help promote the energy sector as a whole and will also encourage students to pursue rewarding careers in this field in which a strong national and international demand for workers is predicted.
• offering career and job development services to eligible income assistance recipients for participation in employability-enhancing activities (**Lead:** Department of Community Services; **Partners:** Community agencies)	Employment Support Services staff provided career counselling and other employability related services, including support for participation in skill-enhancing activities or jobs, to approximately 10,800 income assistance recipients in 2003–2004.
• promoting the Employment Development Program, a work-based training program designed to provide workplace learning opportunities and foundations for long-term employment (**Lead:** Department of Community Services)	This project is averaging a success rate of approximate 40 percent in assisting recipients of income assistance secure permanent employment.
• Supporting the work of the Provincial Nursing Network's, Rural and Remote Working Group, which examines nursing recruitment and retention in Nova Scotia (**Lead:** Department of Health; **Partners:** Provincial Nursing Network, employers)	This initiative and its recommendations were approved, and implementation will begin in 2005–2006.

Activities	Achievements
• creating employment opportunities for Aboriginal students, racially visible students, students with disabilities, and female students pursuing studies in non-traditional areas through a Summer Employment Diversity Initiative and a Summer Female Mentorship Program (**Lead:** Public Service Commission; **Partners:** All government departments)	In 2004–2005, all 23 available employment opportunities in these programs were filled, giving students valuable government work experience.
• improving policies and practices that help manage, recognize, and reward the performance of public servants who have contributed to the provincial government's goals and priorities (**Lead:** Public Service Commission; **Partners:** All government departments)	This activity is ongoing.
• providing recent post-secondary graduates with an opportunity to work with the Province of Nova Scotia in the areas of finance, information technology, human resources, policy, communications, or engineering and gain valuable experience for up to two years through a Post-Secondary Internship Program (**Lead:** Public Service Commission; **Partners:** All government departments)	All 16 positions were filled with recent post-secondary graduates, and they are approaching the end of their first year of a two-year program.
• implementing tools that support the succession management process as outlined in the Public Service Commission's *Guide to Succession Management* (**Lead:** Public Service Commission; **Partners:** All government departments)	Succession management tools were placed on the government website, and a two-year term position was filled to assist departments in developing succession management plans.
• providing government employees with opportunities to accelerate development and learning that are focussed on portable skills and leadership competencies through the Leadership Continuity Program and the Career Assignment Program (**Lead:** Public Service Commission; **Partners:** All government departments)	Twenty-six employees participated in the program in 2004–2005, and 60 additional employees were assessed to participate in 2005–2006.

Objective 2	Activities	Achievements
Assist low income Nova Scotians, including income assistance recipients, to access education and training	• administering the Nova Scotia Student Loan Program and the Canada Student Loan Program to serve approximately 18,000 Nova Scotian post-secondary students per year (**Lead:** Department of Education)	In 2004–2005, the Nova Scotia Student Assistance Office issued approximately 18,000 student loans, or a total of approximately $135 million, funded through the Canada and Nova Scotia Student Assistance programs. In addition, the Nova Scotia Student Assistance Office processed approximately $8.6 million in Canada Millennium Scholarship awards and issued approximately $3 million in Canada Study Grant payments.
	• continuing to provide, as part of the Nova Scotia Student Loan Program, the Debt Reduction Program, which reduces debt levels for those students who successfully complete their programs of study and provides further debt reduction for those students who then work in Nova Scotia and/or repay their student loans in a responsible fashion (**Lead:** Department of Education)	The province contributed $5.1 million in support of the Nova Scotia Debt Reduction program.
When I heard about the flooring installation project it seemed pretty similar to carpentry, and I'd already gotten the hang of using a measuring tape and a hammer in my previous work. It's a pretty tough application process, but now that I'm in I really like the hands-on stuff. ***Bobby Taylor*** ***Participant*** ***One Journey - Work and Learn flooring installers project***	• working on the One Journey - Work and Learn project, a labour market attachment project partnering with industry, which combines essential skills training and a specific industry skills training and leads to guaranteed employment upon successful completion (**Lead:** Department of Education, Department of Community Services; **Partners:** Human Resources and Skills Development Canada, Nova Scotia business and industry)	Four One Journey projects enabled 61 individuals to be employed in the floor covering installer trade, the automotive partsperson trade, the hospitality industry, and customer service positions.
	• offering the Educate to Work program to provide opportunities for income assistance recipients to attend Nova Scotia Community College and Université Sainte-Anne (**Lead:** Department of Community Services; **Partners:** Department of Education, Human Resources and Skills Development Canada)	Approximately 300 income assistance recipients had the opportunity to develop their skills by attending core courses offered through the Nova Scotia Community College System.

	Activities	Achievements
	• providing opportunities for income assistance recipients to access tuition-free programs through the Nova Scotia School for Adult Learning (**Lead:** Department of Community Services; **Partners:** Department of Education, Human Resources and Skills Development Canada)	This project is ongoing. Our partnership with the Nova Scotia School for Adult Learning means income assistance recipients continue to receive training and upgrading through tuition-free programs.
Objective 3 Promote equity, fairness, and diversity throughout labour market programs and services offered in Nova Scotia	**Activities**	**Achievements**
	• continuing recruitment initiatives targeted at students with disabilities to promote enrolment in post-secondary education programs at Nova Scotia Community College and at universities across the province (**Lead:** Department of Education; **Partners:** Universities, Nova Scotia Community College, school boards)	Rehabilitation Programs and Services provided in-services at every high school and adult high school in the province and also met with school board administrators, profiling what goods and services were available to support academic achievement of students with disabilities in post-secondary settings.
	• developing an approach to integrate Individual Program Plan students from the public education system into appropriate post-secondary training programs at Nova Scotia Community College (**Lead:** Department of Education; **Partner:** Nova Scotia Community College)	The Department of Education worked collaboratively with the Nova Scotia Community College (NSCC) to establish the Special Admission Process program to support the needs of Individual Program Plan students attending NSCC. In the 2004–2005 school year, 65 students participated in the program.
	• developing and promoting campus-based services for students with disabilities delivered with a common provincial standard (**Lead:** Department of Education; **Partner:** Nova Scotia Community College)	This activity is ongoing.
	• supporting post-secondary institutions in the enhancement of services for students with disabilities (**Lead:** Department of Education; **Partner:** Nova Scotia Community College)	The Department of Education worked collaboratively with all universities within the province as well as with Nova Scotia Community College (NSCC) to enhance delivery of goods and services to students with disabilities. Each university and NSCC campus now has a note-taking and tutoring program in place for students with disabilities who require such services.

Activities	Achievements
• supporting a special admission process and a certificate of accomplishment for students with disabilities who require program modifications at the Nova Scotia Community College (**Lead:** Department of Education; **Partners:** Universities, Nova Scotia Community College)	During the 2004–2005 school year, $500,000 in funding was provided to support memoranda of understanding commitments with universities and Nova Scotia Community College. The memoranda of understanding details activities that support retention and academic success of students with disabilities.
• beginning to identify strategies to streamline the process of transitioning students with disabilities from supports offered through the public education system to supports available at post-secondary institutions across the province (**Lead:** Department of Education; **Partners:** Nova Scotia Community College, school boards)	Transition meetings were held with participants who included staff from Rehabilitation Programs and Services, Nova Scotia Community College (NSCC), and secondary schools, as well as students with disabilities interested in pursuing post-secondary training. Transition services were identified by students, school staff, and NSCC representatives.
• upgrading campus-based assistive technology workstations at post-secondary institutions across the province (**Lead:** Department of Education; **Partners:** Nova Scotia Community College, Cape Breton University)	Funding was provided to Nova Scotia Community College for the establishment of tutorial labs for students with disabilities and to the Cape Breton University for the establishment of a Centre for Students with Disabilities.
• continuing to support the Black Business Initiative's business skills training activities, including the Business is Jammin' Program, to encourage youth entrepreneurship (**Lead:** Office of Economic Development; **Partners:** Various provincial government departments)	The Black Business Initiative's business skills training program, Business is Jammin', provided access to business camps and province-wide entrepreneurship awareness activities.
• delivering Mi'kmaq Quest, an entrepreneurship skills training program for Aboriginal youth (**Lead:** Office of Aboriginal Affairs; **Partners:** Office of Economic Development, other provincial departments)	This program has been deferred.

Activities	Achievements
• establishing a committee and beginning the planning for a second Aboriginal Youth Business Summit for spring 2005 (**Lead:** Office of Aboriginal Affairs; **Partners:** Office of Economic Development, other provincial departments)	A fall 2005 conference is being planned.
• supporting groups such as Techsploration, the Hypatia Association, and the Women for Economic Equality Society to promote women's access to education, training, and labour market activity (**Techsploration Lead:** Department of Education, Nova Scotia Community College, Women in Trades and Technology; **Partners:** Various groups including the Nova Scotia Advisory Council on the Status of Women) (**Women in Science, Trades, and Technology Lead:** Hypatia Association, Women for Economic Equality Society; **Partners:** Nova Scotia Advisory Council on the Status of Women, Department of Education, Department of Community Services, Human Resources and Skills Development Canada, Nova Scotia Community College)	A working group has been established and is currently developing a training and employment continuum for young women and women re-entering the workplace to access and be supported in science, trades, and technology occupations.

Activities	Achievements
• promoting collaboration and information sharing between governmental and non-governmental stakeholders on issues affecting women in the labour market through the Nova Scotia Advisory Council's Round Table on Women's Economic Security (**Lead:** Nova Scotia Advisory Council on the Status of Women; **Partners:** Department of Education, Department of Community Services, Human Resources and Skills Development Canada, United Way, Women for Economic Equality Society, Hypatia Association, Office of Aboriginal Affairs, Health Canada, Department of Health, Women's Employment Outreach, YWCA, FemJEPP, Women's Centres Connect, Transitions House Association of Nova Scotia, various other groups)	This activity is ongoing. The focus for 2005–2006 is on topics related to impacts of policy on women and the family.
• publishing and disseminating *Building Transitions to Good Jobs for Low Income Women*, a research report on access issues and best practices in transition-to-employment programs for low income women in Nova Scotia (**Lead:** Nova Scotia Advisory Council on the Status of Women; **Partners:** Nova Scotia Advisory Council's Roundtable on Women's Economic Security)	The research report was released in July 2004 and is available online at <www.gov.ns.ca/staw/whatsnew.htm>.
• developing a Youth Apprenticeship program for African Nova Scotian youth (**Lead:** Department of Education)	In 2004–2005, partnerships were explored in the preliminary stages of the development of a Youth Apprenticeship program for African Nova Scotians.
• delivering summer employment programs for under-represented groups (**Lead:** Department of Education; **Partners:** Maritime Forces Atlantic, Nova Scotia Community College)	Funding and staff support were provided for the Maritime Forces Atlantic Civilian Workforce Renewal Strategy, which linked 18 participants, including women, visible minorities, people with disabilities, and Aboriginals, to occupations in trades and technology.

Activities	Achievements
• developing a strategy to increase participation of under-represented groups within the staff and client base of Apprenticeship Training and Skill Development (**Lead:** Department of Education)	The staff complement of under-represented groups was increased. The participation of women in apprenticeship was increase by 4 percent. Customized upgrading and apprenticeship training were developed for the Membertou and Eskasoni First Nations.
• facilitating diversity awareness in Apprenticeship Training and Skill Development educational programming (**Lead:** Department of Education)	One staff member was specifically assigned as liaison with the African Nova Scotian community.
• ensuring fair, equitable, and diverse recruitment, development, and retention of staff through human resource policies, programs, and services such as the following: – Employment education and counselling services – Affirmative Action Policy – Fair Hiring Policy – Sexual Harassment and No Discrimination Policy – HIV/AIDS in the Workplace Policy – Government Sign Language Interpreter Services Policy (**Lead:** Public Service Commission; **Partners:** All government departments)	These activities are ongoing.

Activities	Achievements
• offering an Aboriginal Perceptions training module to provincial government employees to enhance their understanding and awareness of Aboriginal people and issues (**Lead:** Office of Aboriginal Affairs, Public Service Commission; **Partners:** All government departments)	The Office of Aboriginal Affairs has introduced the training module in 2004–2005. To date, over 800 provincial government employees have received the training.
• establishing collaborations between Aboriginal organizations and provincial and federal governments to develop a co-ordinated and effective approach to an Aboriginal Labour Market Strategy, which is a key priority identified within the Mi'kmaq-Nova Scotia-Canada Tripartite Forum (**Lead:** Office of Aboriginal Affairs, Department of Education; **Partner:** Tri-Partite Forum)	A number of committees of the Tripartite Forum have identified and implemented initiatives in support of this priority. For example, the Economic Development Committee has developed a series of priority activities in support of business skills development.
• providing targeted funding to support adult literacy and essential skills for the Acadian, African-Canadian, Mi'kmaq, and deaf communities (**Lead:** Department of Education; **Partners:** Équipe d'alphabétisation–Nouvelle-Écosse, Deaf Literacy Nova Scotia Association, Literacy Network Unama'ki, Mi'kmaq Native Friendship Centre, Preston Area Learning Skills Society, Provincial Black Literacy Network)	Targeted funding was provided to support literacy programs for each of these communities: – Acadian: 105 learners in 14 programs – African-Canadian: 83 learners in 7 programs – Mi'kmaq: 77 learners in 7 programs – Deaf: 24 learners in 3 programs
• conducting consultations with under-represented groups as part of the community-based literacy program review process (**Lead:** Department of Education; **Partners:** Équipe d'alphabétisation–Nouvelle-Écosse, Deaf Literacy Nova Scotia Association, Literacy Network Unama'ki, Mi'kmaq Native Friendship Centre, Preston Area Learning Skills Society, Provincial Black Literacy Network)	Seven Nova Scotia School for Adult Learning (NSSAL) community-based literacy consultation sessions were held in spring 2004, which included representation from the Acadian, African-Canadian, and deaf communities.

Objective 4	Activities	Achievements
Develop and implement prior learning assessment and recognition processes and tools	• developing a memorandum of understanding between government and the universities that will address, among other things, the transferability of credits (**Lead:** Department of Education; **Partners:** Department of Finance, Treasury and Policy Board, universities)	In the memorandum of understanding signed between government and the universities in December 2004, both parties agreed to continue to work toward establishing a written agreement on the transfer of credits among universities and between universities and community colleges over the three-year term of the agreement.
	• providing the option of earning up to two-thirds of a program at the Nova Scotia Community College through prior learning assessment and recognition (PLAR) and making course descriptions and learning outcomes readily available for students who are exploring this option (**Lead:** Department of Education; **Partner:** Nova Scotia Community College)	Nova Scotia Community College started working with the Prior Learning Assessment Centre and several other partners in the Digby Area in efforts to create a PLA community.
	• researching with other jurisdictions joint projects for essential skills and transferable skills assessment for apprenticeable trades (**Lead:** Department of Education; **Partners:** Apprenticeship offices in Manitoba and British Columbia, Canadian Apprenticeship Forum)	Partnerships continued to share research and resources.
	• working with the Prior Learning Assessment Centre to provide career and life portfolio programming to recipients of income assistance (**Lead:** Department of Community Services; **Partner:** Prior Learning Assessment Centre)	This programming is ongoing. Approximately 225 individuals had the opportunity to participate in 2004.
	• developing a workbook to assist the Department of Community Services career practitioners with a model based on PLAR that would assist them in evidencing competencies in relation to the National Standards and Guidelines for Career Practitioners (**Lead:** Department of Community Services; **Partner:** Prior Learning Assessment Centre)	The development of a workbook is well under way, and it is expected to be piloted in 2005–2006.

Activities	Achievements
• piloting a prior learning assessment project (PLA) at the PLA Symposium in November 2004 in collaboration with the province of New Brunswick (**Lead:** Prior Learning Assessment Centre; **Partners:** Department of Community Services, Training and Educational Development, New Brunswick Family and Community Services)	This work is ongoing. New Brunswick has started a practitioners program using the Nova Scotia curriculum.
• PLAR training to Department of Community Services staff through the Career Theory Program and the Career Practitioner Certificate Program, which will result in staff being trained to evidence the competencies of their clients (**Lead:** Department of Community Services; **Partners:** Prior Learning Assessment Centre, Nova Scotia Community College's Career and Transition Services)	Career Theories 1 and 2 were offered to staff in all regions during the past fiscal year. A new Career Practitioner Certificate program was piloted and evaluated in the western region of Nova Scotia.
• supporting the development and implementation of PLAR policy and procedures that provide an additional pathway to acquire the Continuing Care Assistant designation, which will become compulsory in November 2005 (**Lead:** Department of Health, Health Care Human Resource Sector Council; **Partners:** Department of Education, Nova Scotia Community College, Nova Scotia Association of Health Organizations, employers)	The PLAR assessment tool has been completed, a pilot has taken place, and implementation will begin in 2005. A final report was produced outlining recommendations for implementation. The implementation of the compulsory designation was deferred until November 2005.
• collaborating with various industry groups to provide research and information on the practices and promotion of PLAR (**Lead:** Department of Education; **Partners:** Health Care Human Resource Sector Council)	A preliminary proposal was initiated to develop an industry-based PLAR best practices guide.

Activities	Achievements
• chairing a multi-stakeholder committee to develop a sustainable mechanism for the delivery of PLAR services (**Lead:** Department of Education)	Preliminary outreach and networking were initiated.
• continuing the review process for the recognition of additional post-secondary credits as elective credits towards the Nova Scotia High School Graduation Diploma for Adults (**Lead:** Department of Education; **Partners:** Nova Scotia Community College)	A New Courses and Credits Committee was established with the Department of Education and the School of Access at Nova Scotia Community College. Research was completed on articulation agreements related to the recognition of credits.
• exploring recognition of Department of National Defence training programs towards credits for the Nova Scotia High School Graduation Diploma for Adults (**Lead:** Department of Education)	Recognition of training gained through the Department of National Defence continues on a case-by-case basis.
• developing training programs for service providers to increase the Nova Scotia School for Adult Learning's PLAR capacity (**Lead:** Department of Education)	Various PLAR professional development opportunities were provided for adult learning program counsellors. Preliminary discussions were held regarding delivery models and course content.
• supporting the implementation of the Challenge for Credit process in public schools (**Lead:** Department of Education; **Partners:** School boards, intergovernmental partners)	The Department of Education is moving to recognize credit for credentials that students have earned from organizations external to the school system. These include foreign languages, Duke of Edinburgh Awards, 4-H, public speaking, and other leadership programs. Development of guidelines for this process, including consultations, will be undertaken in 2005–2006, with implementation beginning in 2006.

Goal 3: Strengthen Nova Scotia's system of lifelong learning opportunities

The continued development of a skilled and knowledgeable labour force will require the nurturing of a lifelong learning culture in Nova Scotia. This means that we must create an environment where learning opportunities can be taken advantage of at all ages and stages of life and that our education and training practices encourage Nova Scotians to develop the skills and attitudes that they need to be lifelong learners.

Objective 1	Activities	Achievements
Increase the opportunities for Nova Scotia's children to develop a curiosity for and ability to learn before entering Nova Scotia's education system	• continuing to participate in the Read to Me! program and providing story times for infants, toddlers, and preschool children at all public libraries in the province (**Partners:** Department of Education, Department of Health, IWK Health Centre, Halifax Youth Foundation, Nova Scotia Public Libraries)	The Read to Me! program was expanded to include hospitals in the entire province. Read to Me! jamborees were held in 36 public library branches to celebrate the inclusion of the final hospital.
	• continuing to support the Techsploration program (**Lead:** Department of Education; **Partners:** Department of Energy, industry partners)	The Department of Energy provided $60,000 in financial support for Techsploration. One of the Department of Energy's petroleum geologists served as a role model for one of the students in the Techsploration program. The Department of Education provided $75,000 in funding, which enable Techsploration to double the number of schools it was able to serve.
	• encouraging learning in archaeology, biology, culture, geology, heritage, and palaeontology through delivery of a comprehensive program of curriculum-linked school classes through the Nova Scotia Museum (**Lead:** Department of Tourism, Culture and Heritage)	Curriculum-linked school programs were delivered in a range of grade levels; 493 school classes participated in these museum programs, providing 11,362 students with direct access to learning about their natural and cultural heritage. In addition, museum staff supported targeted learning through participation in special events including the Association of Science Teachers Conference and school heritage fairs.

Activities	Achievements
• supporting curriculum-based education through the delivery of the School Kits Program, where education kits of museum artifacts, specimens, and teaching materials are loaned to teachers, schools, and other educational groups (**Lead:** Department of Tourism, Culture and Heritage)	The museum School Kits Program operated throughout the school year, providing loans of kits of artifacts, specimens, and learning materials for school classes and students in home schooling. The kits provided 18,000 students across the province with direct access to learning about their heritage.
• continuing to co-ordinate the Family Learning Initiative Endowment Fund, which funds projects to support parent/child literacy through a partnership between the Halifax Youth Foundation, National Literacy Secretariat, and Department of Education (**Lead:** Department of Education; **Partners:** Halifax Youth Foundation, National Literacy Secretariat, Human Resources and Skills Development Canada)	Under the Family Learning Initiative Endowment Fund, nine family literacy projects were funded in 2004–2005.
• chairing the Family Literacy Advisory Group for Nova Scotia to develop an action plan for family literacy in the province through a National Literacy Secretariat-funded project (**Lead:** Department of Education; **Partner:** Family Literacy Advisory Group)	In 2004–2005, work towards the action plan's goal to provide family literacy practitioners with opportunities for networking and training resulted in the co-ordination of seven regional networking meetings.
• partnering with the National Adult Literacy Database and Literacy Nova Scotia to create a family literacy database (**Lead:** Department of Education; **Partners:** Literacy Nova Scotia, National Adult Literacy Database)	The preliminary steps for the database were established through the distribution of questionnaires and data gathering by the Family Literacy Advisory Group.

Activities	Achievements
• participating in and supporting the Francophone Family Literacy Committee to establish an action plan for the Acadian community through a four-year National Literacy Secretariat contribution (**Lead:** Department of Education; **Partners:** Équipe d'alphabétisation–Nouvelle-Écosse)	The Francophone Family Literacy Committee's action plan was established and approved for funding. Since the project started in October 2004, family literacy activities, including instructor training, were offered in six Acadian regions.
• engaging with cross-departmental partners to develop the Pre-Primary Program, the new voluntary free preschool program for four-year-olds, which will be piloted in 20 sites in September 2005 (**Lead:** Department of Education; **Partners:** School boards, Office of Health Promotion, Department of Health, Department of Community Services, Mount Saint Vincent University, Nova Scotia Community College, early childhood education professionals)	A framework for the Pre-Primary Program has been established through collaborations with partners. Sectoral representatives have been invited to participate in the evaluation of the pilot scheduled for 2005–2007. Each of the eight boards has been invited to select sites for the pilot, which is scheduled to begin in 2005–2006.

Objective 2	Activities	Achievements
Improve the core skills of children in Nova Scotia's education system	• supporting implementation of the Literacy Success initiatives and providing learning resources for students and professional development and resources for teachers for the following: Active Young Readers grades primary to 6; Writers in Action, grades 5, 6, and 10; and Active Readers, grades 7, 8, and 9 (**Lead:** Department of Education; **Partners:** School boards, universities)	The Department of Education provided more resources for students and teachers to support the implementation of Active Young Readers/Jeunes lecteurs actifs in grades primary to 6; Writers in Action, grades 4 to 6; and Active Readers, grades 7 to 9, and invested more than $1.3 million in resources. Resources for English 10 writing centres were provided in the English school boards, and Conseil scolaire acadien provincial (CSAP) high schools received resources for teachers and students. A 220-hour English Plus 10 course was being piloted in 2004–2005 to provide additional time and support for grade 10 students who are struggling with literacy. The Department of Education provided an Active Readers 9 professional development workshop for 100 lead teachers, a literacy summer institute, a Writers in Action 6 workshop for 75 lead teachers, and a Writers in Action 10 workshop for 50 lead teachers. Significant in-service education regarding reading and writing instruction and assessment is ongoing at the school board level. The Department of Education mandated two days of professional development for teachers of English 10, and CSAP planned two days of professional development for French language arts high school teachers.
	• providing targeted funding for site-based mathematics professional development for teachers of grades primary to 9 (**Lead:** Department of Education; **Partners:** School boards, Nova Scotia Educational Leadership Consortium)	The Department of Education provided seven days of training for 61 math mentors and $500,500 of funding for math mentors and school-based professional development for math teachers in grades primary to 9.

Activities	Achievements
• training literacy and math mentors across the province (**Lead:** Department of Education; **Partners:** School boards, Nova Scotia Educational Leadership Consortium)	The Department of Education provided seven days of training for 40 literacy mentors. Professional development workshops were provided for 115 junior high resource teachers, and 138 teachers attended the Mathematics Summer Institute 2004. Mathematics professional development workshops were provided for primary to grade 9 principals and lead teachers and for 52 math mentors. Ten grade-specific, practical teaching resources have been developed for grades primary to 9 mathematics. These very practical resources will be published and distributed during the 2005–2006 fiscal year. Two additional teaching resources, *MathLinks Primary to 3* and *MathLinks Grades 4 to 6*, have been developed and will be published in 2006.
• supporting implementation of new Math Plus grade 10 course options, which offer increased time and support for mathematics learning (**Lead:** Department of Education; **Partners:** School boards)	The Department Education continued to support the implementation of Mathematics 10 Plus and Mathematics Foundations 10 Plus.
• providing targeted funding for increased support to grade 7 students struggling with literacy (**Lead:** Department of Education; **Partners:** School boards)	The 2004–2005 budget identified a new spending commitment of $1 million for intervention and support for struggling students in junior high. Additional funding in the amount of $300,300 was provided to boards to support implementation of literacy initiatives in the elementary grades

Activities	Achievements
• implementing new curriculum for grade 3 science and providing professional development for teachers and new resources for schools to support the implementation (**Lead:** Department of Education; **Partners:** School boards, Nova Scotia Agricultural College, Discovery Centre)	Schools received resources to support Science 3 and Science 4, an investment of more than $300,000. A professional development workshop was conducted for Science 2 and Science 3 lead teachers. Science summer institutes were also conducted. The Department of Education supported teacher and student participation in Team Nova Scotia Showcase 2004 and the Canada-wide Science Fair 2004.
• providing new mathematics textbooks for grade 3 students, teaching resources for grades primary to 6, and information and materials for parents to support their children's mathematics learning in the early years (**Lead:** Department of Education; **Partners:** School boards)	An investment of $670,000 was made in new textbooks and teacher resources to match to the Atlantic Canada mathematics curriculum.
• implementing new minimum classroom time requirements for language arts and mathematics in grades 7 and 8 (**Lead:** Department of Education; **Partners:** School boards)	New instructional time requirements for language arts and mathematics have been implemented for grades 7 and 8.
• expanding the Math Essentials pilot, implementing Calculus 12, and providing professional development for grades 10, 11, and 12 math leaders in every school (**Lead:** Department of Education; **Partners:** School boards, universities)	A basic-level course, Mathematics Essentials 10, is being piloted. Implementation of a new Calculus 12 course began in February 2005. Implementation support included professional development and resources for all teachers of this new course as well as new textbooks for students. The Department of Education developed an online mathematics question item bank for grades 10 and 11 mathematics courses. Professional development workshops were provided for 246 mathematics teachers for grades 10 to 12. Grade 12 mathematics teachers attended in-service education sessions centred on Mathematics 12 and Advanced Mathematics 12 examinations.

Activities	Achievements
• investing in programs delivered by professional artists in schools, including programs such as Arts Smarts, Professional Artists in the Schools, and Writers in the Schools (**Lead:** Department of Tourism, Culture and Heritage)	Continued support was given to Perform!, a joint initiative of Theatre Nova Scotia, Dance Association of Nova Scotia, and Nova Scotia Choral Federation; Writers in the Schools, the Writers in the Schools Program of the Writers' Federation of Nova Scotia; and Artsmarts, were delivered through the Art Gallery of Nova Scotia and NSCAD University

Objective 3

Expand co-operative and work experience opportunities for students in Nova Scotia's secondary education system

Activities	Achievements
• providing significant opportunities under the Community Access Program (CAP) for students to access entry-level work placement opportunities throughout Nova Scotia (**Lead:** Office of Economic Development; **Partners:** Department of Education, other provincial departments, Industry Canada)	Two hundred youth gained valuable information and technology-related employment experience while working at community-based CAP sites across the province. Work placements for 220 students are being planned for the upcoming fiscal year.
• continuing student placements under the Co-operative Employment Program in partnership with universities and with the Nova Scotia Community College (**Lead:** Office of Economic Development; **Partners:** Nova Scotia Community College, universities)	Through the Co-operative Employment Program, 192 co-op placements were supported by the provincial government.
• promoting community-based education initiatives in school boards across the province and developing a supporting document (**Lead:** Department of Education; **Partners:** School boards, sector councils, business, industry)	This project is ongoing and will be a highlight of the Options and Opportunities initiative in 2005–2006. A community-learning handbook is in development, and the Better Futures Together plan includes funding to move ahead with this project.
• including work experience components in new career-related courses at the high school level (**Lead:** Department of Education; **Partners:** School boards, sector councils, business, industry)	This activity is ongoing.

Activities	Achievements
• providing opportunities to support co-operative students to gain apprenticeable hours and experience while gaining high school credit (**Lead:** Department of Education; **Partners:** Annapolis Valley Regional School Board, Halifax Regional School Board)	Funding was provided to co-operative teachers in Annapolis Valley to provide co-op students with summer work placements. The Department of Education worked with Halifax Regional School Board co-op teachers to provide information about trades and to link them with employers in trades. Support was also provided to school boards to offer Occupational Health and Safety training.
• continuing to offer a bursary at Dalhousie University's Faculty of Engineering and one at the Nova Scotia Community College, through the Transportation and Public Works Planning for Progress: Employment Bursary Program (**Lead:** Department of Transportation and Public Works)	A $1200 bursary was offered to Dalhousie University for a first-year engineering student, and a $1000 bursary was offered to Nova Scotia Community College for a survey technician student. These bursaries will be self-perpetuating in a few years.
• providing work experiences that focus on broad topics such as cultural history, science, and marine history through work placements of high school students in museums and provincial Visitor Information Centres (**Lead:** Department of Tourism, Culture and Heritage)	Seven high school students completed work-term placements at provincially operated Visitor Information Centres. An additional four high school students were hired for the summer as travel counsellors at provincially operated Visitor Information Centres.
• providing post-secondary co-op students with meaningful and applicable employment opportunities with the Province of Nova Scotia through the Co-operative Employment Program (**Lead:** Public Service Commission)	In 2004–2005, 39 co-operative students participated in four-month assignments in the provincial government over three terms.

Objective 4	Activities	Achievements
Increase the opportunities for Nova Scotians to access adult basic education	• distributing seniors' literacy resources kits to literacy co-ordinators around the province and promoting lifelong learning opportunities for seniors in the *Programs for Seniors* directory (**Lead:** Senior Citizens' Secretariat; **Partners:** Department of Education, Community Learning Networks)	In 2004–2005, 100 copies of *Enhancing the Basic Learning Skills of Older Nova Scotians Resource Kits* were distributed to all Community Learning Networks in the province and to interested others. Copies are available on loan from the Senior Citizens' Secretariat. In addition, 75,000 copies of the secretariat's *Programs for Seniors* directory, featuring information about lifelong learning opportunities for seniors were distributed.
	• partnering with concerned others to address the lifelong learning needs of seniors in an urban, underdeveloped section of central Halifax (**Lead:** Senior Citizens' Secretariat; **Partners:** Department of Education, Halifax Housing Authority)	This project is on hold.
	• enhancing the literacy skills of Nova Scotia seniors using the seniors' literacy resource kit (**Lead:** Seniors Citizens' Secretariat)	The literacy resource kits, which include learning resources that focus on topics of interest to older adults, have been promoted and utilized across the province.
	• delivering upgrading programs to seniors in five regions of Nova Scotia (**Lead:** Senior Citizens' Secretariat; **Partners:** Department of Education, Community Learning Networks, seniors' councils)	Learning programs for seniors were offered in five counties: Annapolis, Kings, Yarmouth, Shelburne, and Cumberland. The programs, based on the *Enhancing the Basic Learning Skills of Older Nova Scotians Resource Kits*, were successful with the target audience.
	• developing a proposal to initiate and deliver health literacy programs for seniors (**Lead:** Senior Citizens' Secretariat; **Partners:** Department of Education, Community Learning Networks, seniors' councils)	A proposal to initiate and deliver health literacy programs for seniors was submitted to the National Literacy Secretariat. The proposal will be further developed in the upcoming fiscal year.

Activities	Achievements
• administering and co-ordinating programs for adults seeking to improve their literacy and essential skills and/or obtain the Nova Scotia High School Graduation Diploma for Adults through partnerships under the Nova Scotia School for Adult Learning (**Lead:** Department of Education; **Partners:** Community-based literacy organizations, Université Sainte-Anne, Nova Scotia Community College, school boards)	Approximately 4,900 students enrolled in Nova Scotia School for Adult Learning in 2004–2005. For the academic year ending June 2004, 430 adults graduated with a high school diploma, and approximately 705 achieved the GED certificate.
• supporting community-based literacy organizations to provide Adult Learning Program Levels I, II, and III (**Lead:** Department of Education; **Partners:** Community-based literacy organizations)	The Adult Learning Program Level III curriculum was revised and professional development workshops were provided. Approximately $60,000 was provided for new resources to support the Level III program.
• undertaking a review of community-based adult literacy programs in Nova Scotia to develop a program delivery model that is effective, efficient, inclusive, and sustainable in the decade ahead (**Lead:** Department of Education; **Partners:** Community-based literacy organizations)	In the spring of 2005, seven consultations were held with community-based literacy organizations, including over 85 participants. A consultation report was produced and disseminated. Work groups were convened to address issues raised in the areas of learner progress, policies and guidelines, accountability reporting, and data definitions.
• continuing to work closely with partners to ensure that adult learners are appropriately served, referred, and counselled (**Lead:** Department of Education; **Partners:** Community-based literacy organizations, school boards, Nova Scotia Community College, Université Sainte-Anne, Human Resources and Skills Development Canada, Department of Community Services)	The Nova Scotia School for Adult Learning Regional Planning Teams organized partner information sessions and workshops to improve learner referrals and transitions. Phase I of the piloting of the mathematics assessment tool has been completed. Phase II, data gathering and validation, is ongoing. The textbook policy and attendance protocol were developed for Department of Community Services clients served by Nova Scotia Community College. Approximately 250 income assistance recipients had the opportunity to engage in academic upgrading through the Nova Scotia School for Adult Learning.

	Activities	Achievements
	• continuing to research alternative delivery modes for the Adult Learning Program (**Lead:** Department of Education; **Partners:** Chignecto Central Regional School Board, Nova Scotia Community College)	The alternative delivery model committee was created, and options for provision of online courses have been initiated.
	• working in partnership with Nova Scotia Community College to develop online courses for adult learners (**Lead:** Department of Education; **Partner:** Nova Scotia Community College)	The development of an online version of the new Career Skills Development Level IV of the Adult Learning Program course is ongoing.
	• partnering with Literacy Nova Scotia on a project entitled Development and Implementation of Learning Technology in Community-Based Literacy Programming, which has a main focus of providing technology and program access for adult learners (**Lead:** Literacy Nova Scotia, **Partner:** Department of Education)	The Department of Education participated on the advisory committee and assisted in the proposal development.
Objective 5 Make education and training more relevant to the emerging skills needs of the learners and employers	**Activities**	**Achievements**
	• regulating private career colleges under the Private Career Colleges Regulation Act, which offers standards by which to approve programs and register instructors (**Lead:** Department of Education)	In 2004–2005, 45 colleges were approved to offer occupational training programs. Instructor applications were reviewed and approved in accordance with the regulations established through the act.
	• supporting and encouraging the review of program offerings through Program Advisory Committees involving business, government, and labour, to ensure that the relevance and quality of programs at the Nova Scotia Community College is maintained (**Lead:** Department of Education; **Partner:** Nova Scotia Community College)	Productive meetings were held with various Program Advisory Committees in 2004–2005 to review current programs.

Activities	Achievements
• implementing new initiatives to support the ongoing review of programs at the Nova Scotia Community College (**Lead:** Department of Education; **Partner:** Nova Scotia Community College)	Industry organizations were invited to Nova Scotia Community College to learn more about the college and to build stronger working relationships, including formalizing relationships with various sector councils.
• developing and implementing a strategy to promote the recommendations in *Building Transitions to Good Jobs for Low-Income Women* and to collaborate with governmental and non-governmental stakeholders to follow up on the recommendations in the report (**Lead:** Nova Scotia Advisory Council on the Status of Women; **Partners:** Members of the Roundtable on Women's Economic Security)	A working group has been established and is currently developing a training and employment continuum for young women and women re-entering the workforce to access and be supported in science, trades, and technology occupations.
• implementing the Youth Pathways and Transitions strategy, including the introduction of the new career-related courses, Agriculture/Agrifood 11, Business Management 12, and Food Science 12 (**Lead:** Department of Education; **Partners:** School boards, Nova Scotia Community College, sector partners)	This activity is ongoing.
• continuing to develop new career-related and interactive technologies courses such as Health and Human Services 12 (**Lead:** Department of Education; **Partners:** School boards, Nova Scotia Community College, sector partners)	This activity is ongoing.
• developing the new career-related and interactive technologies courses Geomatics 12, Computer Programming 12, and Tourism 12 and piloting the new Multimedia 12 course (**Lead:** Department of Education; **Partners:** School boards, universities, Nova Scotia Community College, sector partners)	The development of Health and Human Services 12 continued. Computer Programming 12, Multimedia 12, and Geomatics 12 are being piloted. Film and Video Production 12 is proving to be very successful with significant student interest and increasing enrolment.

Activities	Achievements
• supporting the skill development of the current workforce through the award-winning Workplace Education initiative to assist employees with managing change brought on by a rapidly changing workplace (**Lead:** Department of Education; **Partners:** Association of Workplace Educators of Nova Scotia, Nova Scotia Partners Committee, Nova Scotia business and labour)	In 2004–2005, 128 programs were delivered at 50 sites across the province. Over $600,000 was leveraged by industry and labour to run these essential skills programs.
• conducting organizational needs assessments for business and industry to identify workforce training needs and options for addressing those needs (**Lead:** Department of Education; **Partners:** Business, labour)	An organizational needs assessment was performed for each new partnering organization to address workforce training needs.
• providing professional development and certification opportunities for Workplace Education instructors to customize essential skills programs to meet the needs of business, industry, and labour (**Lead:** Department of Education; **Partner:** Association of Workplace Educators of Nova Scotia)	Five instructor certification modules were conducted, including Customizing for Essential Computer Skills in the Workplace and Teaching Strategies for Learning Anxieties and Difficulties in the Classroom.
• supporting a sector liaison program to facilitate sharing of labour market information and to develop customized responses to labour market challenges (**Lead:** Department of Education; **Partners:** Association of Industry Sector Councils, provincial sector councils)	The Department of Education is represented on sector council boards. Grants were provided to the following sectors: Aerospace Defence Industries Association of Nova Scotia, healthcare, automotive, and boatbuilder.
• providing trade-relevant essential skills learning options for apprentices and trade qualifiers to support their success in the Apprenticeship Training program and trade qualifications (**Lead:** Department of Education; **Partners:** Nova Scotia Community College, Association of Workplace Educators of Nova Scotia)	Tutoring and upgrading support was provided to those apprentices who had identified gaps following an essential skills assessment. Curriculum was developed for apprentices needing a math refresher.

Activities	Achievements
• creating a partnership with the residential building sector to help them address their human resources and professionalization needs (**Lead:** Department of Education; **Partner:** Atlantic Homebuilding and Renovation Sector Council)	The Atlantic Homebuilding and Renovation Sector Council was funded to conduct a skills inventory.
• developing curriculum for new programs such as Water Resources Management, which will be delivered as a masters degree at Nova Scotia Agricultural College and has a target implementation date of September 2007 (**Lead:** Department of Agriculture and Fisheries, Nova Scotia Agricultural College)	Basic program descriptions have been created, and the development of curriculum for these programs is continuing.
• developing and expanding outreach programs designed to educate students with the range of skills used in jobs through efforts such as job fairs, departmental speakers bureaus, and open houses (**Lead:** Department of Transportation and Public Works)	This program is on hold and will resume during the 2005–2006 fiscal year.
• implementing a revision plan for the English Adult Learning Program and French Formation générale des adultes curriculum for the Nova Scotia School for Adult Learning (**Lead:** Department of Education)	The development of a five-year plan is under way.
• continuing to pilot new Adult Learning Program curricula in the areas of mathematics, communications, science, and social studies (**Lead:** Department of Education)	Phase I and II of Introductory Sociology and Technical Communications were completed. Mathematics, Communications, Social Studies, and Science Level III courses are in the final editing phase.
• continuing to include five cross-cutting themes into Adult Learning Program curriculum, which explicitly includes employability within the learning outcomes (**Lead:** Department of Education)	Research was conducted on career development tools that will be incorporated into the Adult Learning Program.

	Activities	Achievements
	• providing adult basic education instructors with training related to the new curriculum and its important links to employability (**Lead:** Department of Education)	Implementation workshops were conducted province-wide.
	• reviewing and revising the Adult Learning Program's Career Skills Development Level IV curriculum to make it more relevant and applicable to the world of work (**Lead:** Department of Education; **Partner:** Nova Scotia Community College)	A development committee was convened. Foundational outcomes were developed, and a request for proposal has been circulated.
	• creating and implementing a professional development strategy that will provide information and training to all adult education instructors regarding employability and essential skills training and their links to the emerging trends in the world of work (**Lead:** Department of Education; **Partners:** Community-based literacy organizations, Université Sainte-Anne, Nova Scotia Community College, school boards)	The development of this strategy is under way.
Objective 6 Increase the post-secondary education and training system's capacity to respond to emerging labour market needs	**Activities**	**Achievements**
	• increasing the capacity of Nova Scotia Community College by 2000 seats through renovations at existing campuses and the construction of a new campus (**Lead:** Department of Education)	Renovations are complete at eight campuses, and construction of the new metro campus is on schedule. Enrolment was on target in preparation for the increased capacity effective in 2007.
	• supporting graduate study programs by funding post-secondary and hospital research through the Nova Scotia Research and Innovation Trust Fund and the Nova Scotia Health Research Foundation (**Lead:** Department of Education, Nova Scotia Research and Innovation Trust Fund, Department of Health, Nova Scotia Health Research Foundation)	In 2004–2005, the Nova Scotia Research and Innovation Trust Fund disbursed $3.3 million in matching funds in support of 18 projects funded by the Canada Foundation for Innovation.

I would like to say that this trip was an excellent opportunity to learn about petroleum systems and the petroleum industry from a first-hand perspective; something you can't get in the classroom. It was a great trip and probably one of my most memorable learning experiences in recent times. I sincerely hope this trip will become an annual event for a lucky handful of newly budding petroleum geoscientists for years to come."

Joshua Goss
Participant
Trinidad Petroleum Field Methods Course

The course not only showed us petroleum systems and geology, but also a chance to meet students studying at other schools in our own province as well as in Trinidad. The course was an excellent blend of geology, culture, and the need for environmental awareness. The opportunity to meet and learn from industry professionals is something you cannot get in the classroom. My interest in petroleum geology has been heightened by this experience. I sincerely hope that this opportunity can be offered to students in the future, as it was an amazing learning experience.

Scott Doyle
Participant
Trinidad Petroleum Field Methods course

Activities	Achievements
• encouraging the continuation of university-based development centres that expose students and the community to entrepreneurship development activities and techniques. (**Lead:** Department of Economic Development; **Partner:** Atlantic Canada Opportunities Agency, universities)	In partnership with the Atlantic Canada Opportunities Agency, university-based development centres at Saint Mary's University, St. Francis Xavier University, Acadia University, and Université Sainte-Anne will continue to serve the university and business community.
• supporting groups such as Hypatia Association and the Women for Economic Equality Society in their work to improve the culture of educational institutions and workplaces to attract and retain women in science, trades, and technology occupations (**Partners:** Women in Science, Trades, and Technology Working Group, which includes Department of Education, Department of Community Services, Nova Scotia Advisory Council on the Status of Women, Human Resources and Skills Development Canada, Nova Scotia Community College, Hypatia Association, Women for Economic Equality Society)	Supported the recent publishing of *In the Picture ... A Future with Women in Trades, Science and Technology: Volumes 1 and 2*. This document will be released and distributed in 2005–2006 and is currently available at the Nova Scotia Advisory Council on the Status of Women resource centre.
• supporting programs that will provide students exposure to practical experiences within the oil sector (**Lead:** Department of Energy; **Partner:** Dalhousie University's Department of Earth Sciences)	In 2004–2005, $22,000 was provided in support of the Dalhousie Petroleum Field School, which included geology students representing Acadia, St. Francis Xavier, and Saint Mary's universities. The petroleum field school was held in February 2005, and it introduced students to world-class exposures of an active petroleum system. The assignments provided knowledge and competencies that oil sector employers seek.
• continuing to work with the Nova Scotia Community College to supplement curriculum and teaching labs in programs related to the energy sector (**Lead:** Department of Energy; **Partner:** Nova Scotia Community College)	Additional curriculum and teaching labs were funded with the remaining $640,000 from the offshore operations program. The new capacity will provide training for workers in various plants, including liquified natural gas and refineries.

Activities	Achievements
• assisting local companies in hiring Nova Scotian post-secondary students in career-related summer and co-op work terms through the Energy Training Program for Students (**Lead:** Department of Energy; **Partners:** Energy sector employers)	The wage subsidy portion of the Energy Training Program for Students will be increased to $7.50/hour from $5.00/hour, making the program more attractive to private-sector employers in order for them to hire more summer and co-op students.
• offering skill development enhancement and work experience opportunities to students attending private career colleges, community colleges, and universities through work-term placements in Visitor Information Centres (**Lead:** Department of Tourism, Culture and Heritage)	In 2004–2005, 52 students from universities, community colleges, and private career colleges worked as travel counsellors at provincial Visitor Information Centres. This is approximately 43 percent of all provincial Visitor Information Centres staff.
• providing work experiences that focus on topics such as cultural history, practical business skills, marine history, science, and technology through work placements in museums (**Lead:** Department of Tourism, Culture and Heritage)	In 2004–2005, three post-secondary students took advantage of work placements at the Nova Scotia Museum to enhance practical experience: – A student from Mount Saint Vincent University (IT) participated in a co-op project at the Museum of Natural history redeveloping the museum's website. This enabled the inclusion of enhanced marketing and promotional information on the museum's website, and while the student gained direct experience in applied use of web technology skills. – A student from Queens University (education) completed a work placement at the Museum of Natural History developing interpretive programming for the Trace Fossil Mystery travelling exhibit. – A Nova Scotia Community College student (graphic arts) completed a work placement working on research and graphic design of interpretive materials for museum programs.

	Activities	Achievements
	• working with Nova Scotia Community College's articulation committee to develop policies and procedures for the formal recognition of prior learning in core programs for adult learners (**Lead:** Department of Education; **Partner:** Nova Scotia Community College)	A New Courses and Credits committee was established with the Department of Education and the School of Access at the Nova Scotia Community College. Research was completed on articulation agreements related to the recognition of credits.
Objective 7 Promote lifelong learning through the development of a learning culture	**Activities**	**Achievements**
	• continuing to expand the Government @ Your Service program to all public libraries and eligible Community Access Program (C@P) sites across the province (**Lead:** Department of Education; **Partners:** Office of Economic Development, Nova Scotia Provincial Library)	A pilot project was completed in six public libraries and C@P sites. Rollout to the rest of the province, including training and promotional materials, will be co-ordinated jointly by Office of Economic Development and the Nova Scotia Provincial Library.
	• implementing the Time to Learn strategy, which emphasizes the importance of effective use of instructional time available in the school day (**Lead:** Department of Education; **Partners:** School boards)	Implementation of the Time to Learn strategy continued, with schools reporting a high percentage of compliance with language arts and mathematics requirements.
	• administering elementary literacy assessments to grade 6 students and providing individual student results to parents (**Lead:** Department of Education; **Partners:** School boards)	This activity is ongoing.
	• working with business and labour partners through chambers of commerce and NovaKnowledge to promote workplace learning as a primary strategy for addressing the skills requirements of our workforce (**Lead:** Department of Education)	The Small Business Initiative of Workplace Education partnered with Pictou Landing to deliver essential business skills programs to 12 Aboriginal women who are small business owners.

Activities	Achievements
• implementing anti-bullying initiatives such as the Positive and Effective Behavioural Support initiative, including *School Code of Conduct Guidelines* and *Meeting Behaviour Challenges: Creating Safe and Caring Learning Environments* (**Lead:** Department of Education; **Partners:** School boards)	The Department of Education is supporting the implementation of *Positive and Effective Behaviour Supports*, the *School Code of Conduct Guidelines*, and a teacher resource, *Meeting Behaviour Challenges: Creating Safe and Caring Learning Environments*. These documents and guidelines have been developed to support implementation of the School Code of Conduct. In-servicing has been provided for approximately 100 schools so far. Included in the *School Code of Conduct Guidelines* is a standardized provincial Behaviour Incident Tracking Form, which will be used to establish a database for tracking and monitoring student behavioural incidents in school environments.
• providing information and materials for parents to support their children's literacy and mathematics learning in the early years (**Lead:** Department of Education; **Partners:** School boards)	Literacy and mathematics Home-School Communication kits for grades primary to 6 have been developed together with a number of *Let's Talk About ...* pamphlets to better inform parents about the public school program and ways they can support learning at home. These will be distributed in the 2005–2006 fiscal year.
• launching an interactive website to provide parents with information on public school programs and services and expectations for student learning and achievement at different grade levels (**Lead:** Department of Education; **Partners:** School boards)	This project is ongoing.
• promoting with employers the benefits of human resource development, employment equity, lifelong learning, and best practices (**Lead:** Department of Education)	This activity is ongoing.

Activities

- continuing to provide leadership and skills development for rural youth through the 4-H program, which seeks to enhance knowledge of Nova Scotia's agricultural industry through hands-on experiences and also seeks to mentor youth in a range of life skills including public speaking, community activism and volunteerism, networking, and team building

  Lead: Agriculture and Fisheries

  Partners:

  Federal: Canadian 4-H Council, Canadian Agricultural Safety Association, Agriculture and Agri-Food Canada

  Provincial/municipal/interprovincial: Nova Scotia Federation of Agriculture, Women's Institute of Nova Scotia, Department of Education, Department of Environment and Labour, Department of Transportation and Public Works, Nova Scotia 4-H Council, Nova Scotia Agriculture Awareness Committee, Nova Scotia Farm Health and Safety Committee, commodity groups

  Industry: Nova Scotia Federation of Agriculture, Atlantic universities, Nova Scotia Agricultural College, Agri-Business Sector, Agri-Point, Eastern Breeders Incorporated

Achievements

Education and training were provided through the Nova Scotia 4-H program to develop leadership, decision making, interpersonal teamwork, communication, community engagements, employment skills, self confidence, and healthy lifestyles among Nova Scotia youth.

Activities	Achievements
• providing executive training based on Robert's Rules of Order parliamentary procedures in the 4-H regions and organize an intermediate 4-H conference for 13- to 15-year-olds focussing on increasing leadership skills (**Lead:** Department of Agriculture and Fisheries; **Partners:** Canadian 4-H Council, Agriculture and Agri-Food Canada, Nova Scotia 4-H Council, Nova Scotia Agriculture Awareness Committee, Nova Scotia Farm Health and Safety Committee, commodity groups)	The Nova Scotia 4-H Intermediate Conference, *Livin' Life Large*, was organized and hosted at Agri-Tech Park in Truro. Sixty 4-H members, ages 13 to 15, were taught the skills to keep their lives in balance while being successful personally and professionally in their future endeavours. They learned about setting and reaching their goals, communications skills, conquering stress with humour, good sportsmanship, and the career possibilities available through the Nova Scotia Agricultural College.
• implementing a lunch 'n' learn program in field offices across the province (**Lead:** Department of Transportation and Public Works)	This activity is ongoing.
• promoting educational resources and opportunities by increasing the accessibility of provincial and community heritage resources and genealogical information available online through the Nova Scotia Museum and Public Archives (**Lead:** Department of Tourism, Culture and Heritage)	In 2004–2005, there was a substantial growth in quantity, quality, and popularity of archival online thematic resource guides, searchable databases, and virtual exhibits accessible to the public for lifelong learning and genealogical research. In 2004–2005, the Nova Scotia Archives and Records Management website received 780,000 research visits and had more than 5,000,000 page views. Between January and December 2004, the Nova Scotia Museum website had 2,719,263 web visitors. The provincial museum events subscription list has grown, resulting in almost 1500 heritage enthusiasts receiving bi-monthly heritage event and program updates. Throughout the year, regularly changing homepage features reflected the diversity of rich natural and cultural heritage content online, from virtual museum sites to hands-on experiences and program highlights.

Activities	Achievements
▪ encouraging an interest in archaeology, biology, culture, geology, heritage, and palaeontology by providing a comprehensive schedule of interpretive programs and exhibits specific to Nova Scotia through the Nova Scotia Museum (**Lead:** Department of Tourism, Culture and Heritage)	A wide range of public programs was offered in 2004–2005 focussing on Nova Scotia's natural and cultural heritage. Over 2700 people participated in these interpretive programs, workshops, and lectures. In addition, the following new exhibits were presented for visitors including: – *Giants of the Sea: Leatherback Turtles* – *Sable Island: Revisited* – *Masters of the Sea: Tallship Portraits from the Age of Sail* – *Collecting Our Heritage: Recent Acquisitions of the NSM* – *William Hall, VC!* – *The Courage to Remember: The Holocaust, 1933–1945* – *Dinosaurs: They're Big, They're Bad, They're Back!* – *Restoration of RMS Francomia Model*
• participating in and supporting annual celebratory events, including International Family Literacy Day, Peter Gzowski Invitational Golf Tournament, International Literacy Day, International Adult Learners Week, and Word on the Street (**Lead:** Department of Education)	International Adult Learners Week and International Literacy Day, the celebration of literacy volunteers and learners, which were organized and hosted in September 2004. In January 2005, Family Literacy Day Celebration was organized and hosted during which nine Family Learning Initiative Endowment Fund projects were announced. Funding and support were provided to the Peter Gzowski Invitational Golf Tournament in Chester in June 2004 and in September 2004 to Word on the Street.

Conclusion

The activities and achievements described in the *Annual Progress Report 2004–2005* demonstrate a strong commitment on behalf of all our partners to work together to advance the goals and objectives of Skills Nova Scotia.

Since 2002–2003, we have made real progress toward the development of a world-class workforce, ready to meet the demands of today and the promise of tomorrow. Our partners are continuing to work together to develop innovative solutions to labour market challenges and creative strategies to take advantage of our best natural resource, our people. As we progress in our efforts to work together, the possibilities for collaboration become more apparent. In the coming years, we will make a continued effort to find new ways to co-operate with our partners to build a strong workforce and bright future.